

Almanac

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Dr. Loren Eiseley (1907-1977)

Dr. Loren C. Eiseley, Benjamin Franklin University Professor of Anthropology and History of Science, died Saturday, July 9, after a long illness, at the age of 69. He was also curator of the early man section of the University Museum.

Dr. Eiseley was an internationally-renowned author, poet and lecturer. Widely-known for his lyrical writing style, he was the author of 11 books and numerous essays on science, man and nature.

He received his M.A. (1935) and Ph.D. (1937) degrees in anthropology from the University of Pennsylvania and joined the faculty in 1947 as professor and chairman of the department of anthropology and as curator. He served as provost from 1959 to 1961, when he became the University's first Benjamin Franklin Professor.

Services for Dr. Eiseley were held July 13, with the Rev. Stanley E. Johnson, University chaplain, officiating.

Two Chairs in Medicine

The new Edwin M. Chance Professorship of Biochemistry and Biophysics and the Frank Wistar Thomas Professorship in Medicine at the School of Medicine have been filled by noted scientists who will also chair their respective departments.

Dr. Laurence E. Earley, who has been professor and chairman of medicine at the University of Texas, San Antonio, succeeds Dr. Arnold Relman (now editor of the *New England Journal of Medicine*) as chairman of medicine and Thomas Professor.

Dr. David Trentham of the Molecular Enzymology Laboratory at the University of Bristol is the first incumbent of the new Chance Professorship, endowed during the past year by Professor Britton Chance and Trustee Henry M. Chance II in honor of their father, the late alumnus and Trustee. Dr. Trentham, whose appointment is to be confirmed by the Executive Board of Trustees July 21, will chair the combined Department of Biochemistry and Biophysics, the latter formerly headed by Dr. Chance and the former by Dr. James J. Ferguson Jr. Dr. Chance continues to head the Eldridge Reeves Johnson Foundation and Dr. Ferguson has become associate dean for institutional research and graduate education.

Dr. Trentham (B.A. 1961 and Ph.D. 1964, Cambridge) is the 1974 winner of Britain's Calworth Medal. He did postdoctoral work at the Salk Institute and at MIT before joining the Bristol faculty, where he has been a Reader (equivalent of full professor) and international leader in drawing together his own and others' findings on the action of myosin so that his work "now stands as the reference point for most of the current investigation concerning muscle contraction, oxidative phosphorylation and ATP-driven pumps of all kinds," according to the search committee. His skills in chemistry, physics and biology "mesh perfectly with faculty and objectives" of the department, including the continued development of facilities in optics, electronics and mechanics for which the Penn unit is known throughout the world.

Dr. Earley (B.S. 1953 and M.D. 1956, North Carolina), is a scholar-administrator internationally known for his work in

SENATE

*To The Senate Advisory Committee and
Members of the University Community:*

I regret that I must resign my position as Chairman of the Faculty Senate, effective June 30, in order to assume primary administrative responsibilities in the School of Public and Urban Policy. The decision to do this has been most painful. My purely personal wish would be to remain in the Senate post, but I am sensitive to the University's very great need for a strong policy school in the immediate future, and to the constraints which presently exist on its recruitment of leadership for that school. I am eased in my decision by the knowledge that in the Senate, our many able and dedicated colleagues will be able to continue participating in its guidance, without any lack of continuity or effectiveness. With this letter I convey to all of my University Colleagues my thanks for their support and my apologies for the abruptness with which I have had to take this step.

Sincerely,
Britton Harris, Chairman

NOTE: Past Chairman Robert F. Lucid was elected Acting Chairman of the Faculty Senate at the Senate Advisory Committee meeting of June 23. He will serve until the Nominating Committee, under the chairmanship of Prof. Morris Mendelson, has convened and identified a candidate for the chairmanship for 1977-78. This action is necessary because Prof. Irving Kravis, presently Chairman-elect of the Senate and the statutory successor to Prof. Harris, is unable to take on the duties of Chairman at this time. Members of the Faculty Senate are herewith invited to submit nominations for the chairmanship. Nominations should be directed to the Office of the Faculty Senate, 303A College Hall/CO. Ext. 6943.

nephrology. A former Fellow and chief of kidney diseases at Boston City Hospital's Thorndike Memorial Laboratory, he has been an assistant professor at Harvard, professor of medicine and physiology at the University of California at San Francisco, and chief of the renal division there. He is co-editor of *Diseases of the Kidney* and president of the American Society for Clinical Investigation.

* * *

Two other chairmanships were filled at Medicine by internal candidates: Dr. Frank Pepe in Anatomy and Dr. Carl Brighton in Orthopaedic Surgery. Searches continue in Microbiology, Ophthalmology and Surgery.

EMERITUS CHAIR FOR DR. DALY

Dr. Lloyd W. Daly was named Allen Memorial Emeritus Professor at the June Trustees' meeting. Dean of the College of Arts and Sciences from 1952-59, he became Allen Memorial Professor of Greek in 1958 and was chairman of the Department of Classical Studies from 1960-67.

SPUP ACTING DEAN: BRITTON HARRIS

Senate Chairman Britton Harris has stepped down to take the acting deanship of the School of Public and Urban Policy for a year, Provost Eliot Stellar said, while a consultative committee makes a formal search for a dean of Wharton's school-within-a-school. A reallocation review by the Educational Policy Committee guided the Provost's decision to replace founding Dean Almarin Phillips temporarily and keep the school within Wharton; alternatives had included conversion either to a free-standing school or to a department crossing between Wharton and the planning departments of Graduate Fine Arts.

SAMP ACTING DEAN: RUTH LEVENTHAL

Assistant Professor Ruth Leventhal of the SAMP faculty has accepted the position of acting dean and will assist in the intended transition to a cooperative program with Jefferson.

MORRIS ARBORETUM: WILLIAM KLEIN

The assistant director of the Missouri Botanical Gardens (St. Louis), Dr. William M. Klein, will take office August 1 as director of the Morris Arboretum in Chestnut Hill. He is a scholar-administrator with strong research interests in land use planning, biosystematics and environmental education.

ACTING ADMISSIONS DIRECTOR: BILL BREST

C.A. (Bill) Brest, vice-dean for undergraduate admissions, will serve as acting director of admissions while the search continues for a replacement for the Rev. Stanley Johnson, who resigned this year to return to full-time chaplaincy. Dr. Morris Hamburg, professor of statistics, heads a small search committee which is expected to fill the post in the fall.

SECURITY DIRECTOR: DAVID JOHNSTON

The director of public safety of the University of Massachusetts at Amherst has been named director of security and safety here. David Johnston, a 1969-70 Woodrow Wilson fellow, has done with law enforcement agencies in California, New York and Connecticut. He also did a study of college police management for LaSalle College in Philadelphia and has served as a police officer in Saginaw, Mich.

ORA: ANTHONY MERRITT

Anthony M. Merritt, who has been serving as acting director of the Office of Research Administration since the resignation of Reagan Scurlock, has been named director of the Office.

AFRO-AMERICAN STUDIES: JOSEPH WASHINGTON

Dr. Joseph Washington, newly-named professor of religious thought in FAS, is the new director of the interdisciplinary Afro-American Studies Program. (See *APPOINTMENTS*, page 9.)

WOMEN'S STUDIES: ANN BEUF

Dr. Ann Beuf, assistant professor of sociology, will direct the Women's Studies Program in FAS for 1977-78. A search will be conducted by Dean Vartan Gregorian's Women's Studies Advisory Committee for a permanent director.

DUBOIS HOUSE: MARY HOOVER

The first woman housemaster of Penn is Dr. Mary Hoover, assistant professor of education, who will take office in the W.E.B. DuBois House this fall. (See *APPOINTMENTS*, page 9.)

UNIVERSITY BURSAR: JOSEPH BURKE

Joseph P. Burke has been appointed to the position of university bursar in addition to his present title of assistant comptroller.

SEARCH FOR DEAN AND DIRECTOR

A consultative committee to advise the President and the Provost in the search for a new dean of the School of Public and Urban Policy has been formed. Nominations and suggestions are invited. Please send them to Prof. Edwin Haelele, chairman, E-138 Dietrich Hall/CC. Also, the search for a new director of admissions has been reopened. All recommendations should be sent to Mary Jack, 102 College Hall/CO.

TRUSTEES

In the tradition of quarterly meetings, the full body of Trustees assembled June 9 and 10 for information on topics ranging from the LAMP Plan (page 3), more details on the good-news University Press (*Almanac*, March 22, 1977), and continued study of the Black Presence Task Force's findings. Some highlights:

FINANCIAL ACTIONS AND REPORTS

The Trustees voted a 1977-78 budget of \$322,438,000 at the June 10 stated meeting, with details to be refined at the July 21 executive board meeting for publication in September.

(FY 1977 performance, at the June meeting still showing a projected deficit of some \$700,000, appeared to have improved to nearer \$400,000 on the basis of reports compiled after June 30. Final figures will be available in the fall.)

To keep the deficit down, good performance in energy and salary savings helped offset shortfalls in tuition (mostly graduate), DIA income and indirect cost recovery. Both hospitals turned surpluses—HUP's adding nearly \$1 million to its reserves—but neither impacts the general University budget. The separately-accounted hi-rise dorms trimmed a projected deficit of \$425,000 to only \$300,000.

There are delays in spin-off of Graduate Hospital to its independent board, mostly through difficulty in placing bonds, Senior Vice-President for Management Paul Gaddis reported. The Trustees passed a Modified Plan of Division incorporating changes of detail since the Plan was passed March 25. On the recommendation of Hospitals Director Mark Levitan they also authorized advance funding of Silverstein Pavilion bonds.

After Executive Director of Personnel Relations Gerald Robinson's report on integration of social security and TIAA/CREF payments, the Trustees adopted a detailed motion to explore stabilizing costs of social security, "satisfied that combined retirement benefits will remain at an acceptable and competitive level."

After a series of other, routine financial actions, Chairman Henry Chance ended the meeting with a caution that he did not believe the new Small Animal Clinic should be started until it has been determined how to pay back \$8 million that will be owed to the state in the financing package.

COMPARATIVE FUND-RAISING

E. Craig Sweeten, senior vice-president, Program for the Eighties, gave a comparison of Penn's \$255 million campaign with the other major ones just completed or now in progress. The *May* figures:

	Goal In Millions	Progress In Millions	% of Time Elapsed	% of Goal Achieved
Chicago	280	148	52	53
Cornell	230	53	30	23
Duke	162	128	96	79
Johns Hopkins	100	109	100	109
M.I.T.	225	127	39	56
Pennsylvania	255	113	38	44
Stanford	300	304	100	101
U.S.C.	265	121	25	46
Yale	370	190	82	51
	\$2,187	\$1,293	62%	63%

This year, he said, there are 110 American colleges and universities in campaigns with goals of \$10 million or more, their aggregate goal more than \$6.2 billion, with Dartmouth and Harvard expected to enter the ranks.

Differences in progress by the nine big campaigns above come from a variety of factors: USC is counting advance gifts as distant as 27 months, while Cornell began with no nucleus fund, for example. Seven of the nine counted all annual giving, Hopkins none of it and Penn only the annual increment over the pre-campaign level of \$3 million. USC, Chicago and Duke are counting some federal funds, the rest only private giving. As of June 30, Penn reported \$117,296,125 in gifts and pledges.

A MILLION-DOLLAR INCITEMENT TO ENJOY PENNSYLVANIA

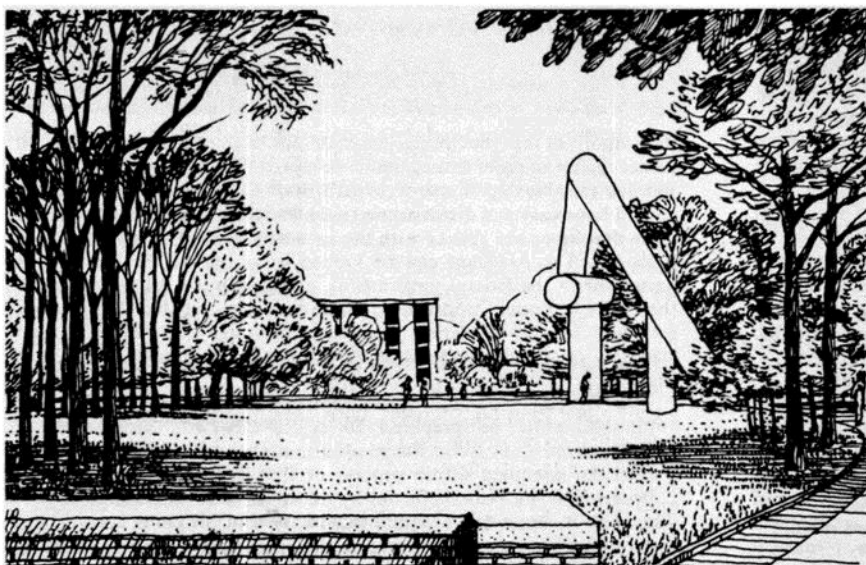


College Green as it will be: the Blanche P. Levy Park.

Though Dean Peter Shephard and his faculty and student colleagues in landscape architecture had surveyed the realities and sketched out the vision of what Penn could be (and in part used to be, when life was more leisurely and builders recognized "the spaces in between"), the \$4.3 million figure for landscape development in the Program for the Eighties was a "some-day" goal. There was a plan—a long-term plan to be sure because pressing needs pressed harder—but with Blanche Paley Levy's decision to give a round \$1 million to restore College Green, above, the plan comes off the drawing boards this year. "It is because of what I envision will be done and because I want, so much, to have a part in the developing of such an oasis in a hustling, bustling and rushing urban area that the thought of making this gift was prompted," wrote Mrs. Levy to President Meyerson. "That, coupled with the fact that the University was the stamping ground where my husband, Leon; my son, Robert; and my brother, Bill, received their formal education...." The Shephard, *et al*, master development plan called LAMP (Landscape Architecture Master Plan) is a modular one, to be implemented as funds allow; it will be a while before the terrain through which the Trustees took their June "walkabout" (right) looks like the design (below). That will call for other gifts. But as the LAMP sketchbook shows, ingenuity and care can bring back a special kind of life to an urban place. Thus the Levy name, already found on a research building and a tennis pavilion, comes to the center of the campus to grace the most interdisciplinary facility in a University: the place where people walk past, thinking.



Mr. Meyerson and Mrs. H. Gates Lloyd, chairman of the visual environment committee of the University, lead the Trustees in a campus "walkabout" to look at campus art and its setting. Next day, the President announced Blanche P. Levy's \$1 million gift.



Superblock: Alexander Liberman's "Covenant" will have trees for companionship.

TRUSTEES ELECTIONS

Donald T. Regan, chairman and chief executive officer of Merrill, Lynch and Co., Inc., was reelected chairman and Robert G. Dunlop, former chairman of Sun Co., Inc., reelected vice-chairman of the Trustees.

Walter H. Annenberg, who has served as Term Trustee and is the former U.S. Ambassador to the Court of St. James, was elected a Life Trustee. (Separately, the assembled Trustees made a special acknowledgement of his special invitation to Penn to follow through on a program for dissemination of the great intellectual achievements of humankind.) Laurence A. Tisch, '43 Wh, chairman and chief executive officer of Loews Corp., New York, was elected to a five-year term as a Trustee. The existing Executive Board of Trustees was reelected, with Mr. Regan and Mr. Dunlop continuing as chairman and vice-chairman:

Samuel H. Ballam, Jr., president and chief executive officer of the Fidelity Bank, Philadelphia;

Henry M. Chance, II, chairman of the board of United Engineers and Constructors, Inc., Philadelphia;

Charles D. Dickey, Jr., chairman and president of Scott Paper Co., Philadelphia;

John W. Eckman, chairman and president of Rorer Group Inc., Fort Washington, Pa.;

Dr. Carl W. Kaysen, David W. Skinner Professor of Political Economy, Massachusetts Institute of Technology, Cambridge, Mass.;

Bernard G. Segal, partner in the Philadelphia law firm of Schnader, Harrison, Segal and Lewis (who continues as an Emeritus Life Trustee);

Wesley A. Stanger, senior officer, director and member of the executive committee of MacKay-Shields Financial Corp., New York;

Robert L. Trescher, partner in the Philadelphia law firm of Montgomery, McCracken, Walker and Rhoads.

BLACK PRESENCE TASK FORCE REVISIONS

Following are revisions of several paragraphs in the affirmative action section of the Black Presence Task Force Report published April 26:

1. On page II, left column, add the following figures for nonacademic employment immediately following those for faculty employment:

	1972	1976
Administrators & Professional (A-1)	42	112
Clerical & Technical (A-3)	437	769
Hourly Employees (A-4)	517	997

2. On page IV, substitute the following for the text from the middle of the left column to the end of the carryover paragraph at the top of the right column:

While it appears to the Task Force that the limited duration of such support (three years) may create a disincentive for its use, this explanation, if true, requires renewed effort to make the fund attractive by educating the deans and chairpersons to its value, since continuation of supplemental support for black faculty beyond a short period might be counterproductive. Were the prospective withdrawal of special funding to occur at the same time as the tenure decision (e.g., after 5 or 6 years) an extra burden would have been added onto the decision to grant permanent status at the University.

At the heart of the steps which seem to be required for a successful affirmative action program to function at the University are changes in administrative mechanisms beyond those already described. Three steps are recommended. The first originates in the manifest need for the Provost to demonstrate more plainly and implement more vigorously the University's commitment to affirmative action for academic personnel.

The Task Force recommends that the Provost designate an individual whose primary charge is the implementation of affirmative action in academic appointments.

In the absence of such an identified individual—as where the affirmative action responsibilities are added onto numerous other responsibilities of members of the Provost's staff—there is great danger not only that the responsibilities will be neglected by the individuals involved because of other demands on their time or loyalty but also the even greater problem that the absence of a visible focus for the program tends to make it disappear as a day-to-day matter. The individual may be one with other faculty duties, but should have his or her role as Special Assistant to the Provost for affirmative action (with reference to women as well as minorities) as the sole administrative assignment. Among other reasons,

OF RECORD



FREEZE ON RECLASSIFICATIONS

Following is the text of a memorandum sent June 29, 1977, to all deans, directors and budget administrators.

Effective July 1, 1977, there will be a freeze on reclassifications and salary adjustments. Only positions involving significant inequity and recommended with supporting documentation by appropriate vice-presidents or deans will be studied. The freeze is intended to provide further temporary control on University payrolls and will be reviewed before the beginning of the spring semester.

—Gerald L. Robinson,
Executive Director of Personnel Relations

HIGHER BLUE CROSS PREMIUMS

Premiums for the University's basic Blue-Cross-Blue Shield-Major Medical groups have gone up approximately 12.5 percent for the contract year beginning August 1, 1977, and about 25 percent for the University's Major-Medical-only and 65-Special groups. The new monthly premiums are:

<i>Blue Cross-Blue Shield-Major Medical</i>	
Single	\$24.04
Family	\$69.42

<i>Major Medical Only</i>	
Single and Family	\$15.44

<i>65-Special</i>	
Single	\$16.06

University employees who participate in our Blue Cross-Blue Shield group plans at their own expense will see higher deductions for the new premiums starting with their July 1977 paychecks.

University contributions to premiums for HMO participants will be increased to match the new Blue Cross-Blue Shield premiums in accordance with the HMO Act of 1973. Since Philadelphia Health Plan (HMO) premiums will not increase at this time, eligible participants will have their share of contributions lowered. The new monthly deductions for PHP participants who are eligible for University-supported premium contributions are:

Single	\$2.40
Family	\$10.01

For the record, current PHP rates are:

Single	\$26.44
Family	\$79.43

The new Blue Cross-Blue Shield rates and the current Philadelphia Health Plan rates will be effective through July 31, 1978.

—James J. Keller,
Associate Director, Personnel Relations

it is important that the Special Assistant not be so overburdened that his or her review of cases causes undue delays in the appointments process. Besides membership in the Provost's Staff Conference, this Assistant should have easy and direct access to the Provost, and it should be made clear that he or she speaks with the authority of the Provost behind all decisions. The Assistant can be looked to as one of the University's liaisons with the federal government, along with the Administrator of the Office of Equal Opportunity. The latter's authority has thus far been confined to non-academic personnel, although his Office gathers statistics on faculty appointments, a function it should continue to perform.

This Special Assistant, and ultimately the Provost her- or himself, must be prepared to reject otherwise acceptable appointments solely on the ground that they have not resulted from an adequate search process or that the adequacy of the process has not been made out by the appointments committee. This may in some cases require looking behind the paper records and questioning the persons involved in the process; in a larger number of instances it will probably prove adequate for the Assistant to confine him or herself to the paper record. But, in all events, the authority to reject an appointment must be clear—although we are the last ones to wish that it would in fact ever need to be exercised.

STAFF CHANGES

Thomas Duffy has been named assistant football coach in charge of offensive backfield under Harry Gamble, head coach.

Katharine Fischer, former assistant to the Vice-Provost for Undergraduate Studies and University Life, has been named assistant ombudsman for 1977-78 while Ms. Val Gossman is on maternity leave.

Herb Hartnett has been named director of informational services for the Division of Recreation and Intercollegiate Athletics. The Sports Information Office, of which Mr. Hartnett had been acting director since January, was renamed to Athletic Informational Services.

James Heimarck has become administrator of the Hospital of the University of Pennsylvania with responsibility for all aspects of the day-to-day operation of the Hospital.

Reid Howard has been appointed business manager of the Division of Recreation and Intercollegiate Athletics.

Dr. Bettina H. Yaffe has joined the Office of the Vice-President for Health Affairs as special assistant for Interschool Program Planning.

Dr. William Zucker has been appointed acting director of Wharton's executive education programs.

DEATHS

Helen Stelle Abrams (March 29), wife of Dr. Ray H. Abrams, emeritus assistant professor of sociology and violinist in the University of Pennsylvania Symphony Orchestra.

Dr. Rachel Ash (April 20 at 86), a former associate professor of cardiology in pediatrics at the Graduate School of Medicine. Dr. Ash, who won the Distinguished Daughters of Pennsylvania Award in 1959, wrote many articles on rheumatic fever and other heart diseases of childhood. In 1947 she founded and became the first head of the cardiology department of Children's Hospital; she retired from its staff in 1958.

Dr. Loren C. Eiseley (see page 1).

Dr. John Quintin Griffith Jr. (June 21 at 73), retired director of a Philadelphia medical research foundation bearing his name. Dr. Griffith was a chief resident in medicine at the Hospital, and later an associate at the School of Medicine for nearly 20 years before founding the John Q. Griffith Research Foundation in 1947. He graduated from the University's College in 1924 and medical school in 1927.

Dr. Ernest L. Noone (June 13 at 79), a retired Drexel Hill pediatrician. He taught for 38 years in the Department of Pediatrics at the University's School of Medicine, was on the staffs of Children's, Lankenau and Bryn Mawr hospitals, and was a charter member of the medical staff of Delaware County Memorial Hospital.

Dr. Virginia P. Robinson, (June 29 at 93) professor emeritus and vice-dean of the School of Social Work from 1945 to 1952. A noted author in the field of psychology, her most prominent work was *Jessie Taft, Therapist and Social Worker Educator, a Professional Biography*. A collection of her writings concerning Otto Rank will be published posthumously.

Dr. Dorothy Swaine Thomas (May 1 at 77), demographer and emeritus professor of sociology. Dr. Thomas was the first woman to attain the rank of professor at the Wharton School (1948). At the time of her retirement in 1970 she was co-director of the Center for Population Studies here.

Jacqueline V. White (May 16 at 54), a deputy supervisor of the organic materials preparation facility at the Laboratory for Research on the Structure of Matter. She came to the University in October 1976. Her husband, Robert G. White, is an assistant instructor at LRSM.

Donald R. Young (April 17 at 78), professor of sociology here in the 'thirties and director of the Russell Sage Foundation (1948-55). He was the author of several texts on American race relations and consultant on race relations to several U.S. government agencies.

ALMANAC July 15, 1977

GRANT DEADLINES

NATIONAL SCIENCE FOUNDATION

Aug. 5 U.S.-Japan Cooperative Science Program. Seminar and visiting scientist proposals with starting dates between April 1 and September 30, 1978. Contact Dr. Allen Holt, Division of International Programs. Tel: (202) 632-5782.

19 Undergraduate Research Participation (URP) Program for summer 1978 projects. Request brochure SE 78-21 or contact Dr. William Adams, Division of Science Manpower Improvement. Tel: (202) 282-7150.

31 Division of Social Science proposals with a starting date of January 1978. Contact Dr. Herbert Costner, Division of Social Sciences. Tel: (202) 632-4286.

Sept. 1 Greenland Ice Sheet Study proposals for work in summer 1978. Contact Dr. Richard Cameron, Division of Polar Programs. Tel: (202) 632-4162.

Long-Term Collaborative Research Visits to Australia. Six- to 12-month visits beginning between April 1 and September 30, 1978. Contact U.S.-Australia Cooperative Science Program, Division of International Programs. Tel: (202) 632-5806.

Arctic Research Programs. Geology-geophysics, biology, oceanography, meteorology, glaciology, upper atmosphere physics. Brochure describing program objectives is available in ORA.

Institute for Theoretical Physics proposals—For further information request brochure SE 77-18 or contact Dr. Marcel Bardou, Division of Physics. Tel: (202) 632-4310.

Announcement

NSF has issued a Program Announcement through the Division of Exploratory Research and Systems Analysis for proposals for Technology Assessments in Selected Areas. Program description is available in ORA.

NATIONAL INSTITUTES OF HEALTH—PHS

Dec. 1 Senior International Fellowships under the Fogarty International Center. Guidelines for applications available in ORA.

Announcements

The National Institute of General Medical Sciences announces a new Special Grants Program in Trauma and Burn research to (1) encourage new investigators in the field of trauma and burn research and (2) facilitate the transition from research training status to that of productive investigator. For further information contact Dr. Elizabeth M. O'Hern, Room 955 Westwood Building, NIGMS, NIH, Bethesda, Md. 20014 Tel: (301) 496-7047.

NIGMS has announced that after July 1, 1977, applications for Career Development Awards will be accepted *only* on behalf of individuals who wish to develop a career directed to bridging the gap between basic and clinical sciences in one of the following fields: (1) clinical pharmacology, (2) trauma and/or burn, (3) anesthesiology, (4) biomedical engineering.

The National Heart, Lung and Blood Institute has announced National Research Service Awards for Individual Postdoctoral Fellowships to support research training of cardiovascular investigators in a variety of disciplines. Further information may be obtained from Dr. Max A. Heinrich, Jr., Division of Heart and Vascular Diseases, NHLBI, NIH, Bethesda, Md 20014. Tel: (301) 496-1846.

The Alcohol, Drug Abuse and Mental Health Administration has issued an announcement regarding applications for Institutional and Individual National Research Service Awards. Research areas are described in the announcement which is available in ORA. The next deadline for submission is October 1, 1977.

OTHER OPPORTUNITIES

The Exxon Education Foundation has announced that funds are available under its Educational Research and Development program for projects that promise to lead to wide improvement in instruction, administration, or physical facilities utilization in higher education. Brief brochure available in ORA.

Encumbrance Accounting: Doing Things Better at Lower Cost

by Manuel Doxer

Within the last few months there has been quite a bit of discussion, an affirmative vote by University Council and a strong push by the administration to develop an encumbrance accounting system. I have been involved with the Association of Business Administrators in developing a proposal for the administration to consider. I have been asked to sit in a meeting of the Faculty Senate Research Committee to gain faculty approval for such a system, and I have met with many members of the administration to assist in getting the system off and running. After thinking about the needs for an encumbrance commitment accounting system, it occurs to me that perhaps not all faculty and administrative personnel know what commitment accounting actually is—nor what benefits they will reap with the adoption of such a system.

First let me reduce encumbrance accounting to its simplest terms by using a common everyday experience that most people have knowledge of—personal checking.

The individual with a personal checking account deposits funds into his or her account and then draws checks against the deposited funds. Most people keep track of funds on hand and checks written, but there are others who are not good financial administrators and assume they have enough money and draw checks on their assumptions, only to discover later they are involved in embarrassing predicaments because of overdrawn accounts. At some time during the month, the bank issues a statement showing the funds that have been deposited and checks that have cleared with a balance on the bank statement which will not agree with the balance in the checkbook due to checks outstanding, which must be deducted from the bank statement in order to reconcile the account properly. These outstanding checks not recorded on the bank statement are the "encumbrances" which the individual must record in order to keep an accurate bank statement.

So it is with the current University accounting system. At the end of each month, the Comptroller sends out monthly accounting reports which show all costs that have been recorded and paid by the Comptroller but do *not* take into consideration any of the outstanding commitments whether they be salaries, purchase requisitions, journal entries, etc. If the budget administrator or the principal investigator does not reconcile his record of outstanding commitments and adjust the Comptroller's balances accordingly, he most certainly will be spending money which is not available to him, thus creating serious budgetary problems. In many of the larger departments, individual encumbrance systems have been developed which tie into the Comptroller's balance on the monthly statements. I know of two or three departments that have automated their encumbrance systems on computer. Because there has never been an attempt by the central administration to develop an automated computer encumbrance accounting system, these departments have gone at it on their own, developing their own systems at great expense to their departments. Unfortunately, it appears that none of the departmental systems can be adopted by the central administration because each has been developed in incompatible computer

language—Fortran, Cobol and APL. What has thus developed, because of a lack of a strong stand by the central administration, is a tower of Babel in the field.

At the same time, most departments still keep their encumbrance systems manually by the so-called "butcher book" method. Each department has its own organization to maintain its own encumbrance system, either automated or manual. What is absolutely necessary, in view of the increased paper work under tightening budgetary constraints, is that the central administration should now take the bull by the horns and assume responsibility for developing an automated and effective encumbrance accounting system which will relieve both the departments and the administration in the Franklin Building of administrative headaches which are costly as well as ineffective. In my mind, a solid encumbrance accounting system is just an integral part of an overall sophisticated management information system which would benefit the entire University and in the long run reduce costs.

What should this management information system be like? Above all it should be a computerized information system with sufficient data stored and readily available upon request by all parties concerned (central administration, responsibility center heads, departmental administrators, principal investigators, etc.) to effectively control operations, assist in planning—to do all these things and yet promote economies of operation.

An analogy of what the University might consider in automating its system would be the system which now exists in a department store operation such as Sears Roebuck. When an individual decides to make a purchase in Sears and charge it on his credit card, he selects the merchandise and presents it to the department store clerk who has been trained to operate what appears to be nothing more than a cash register. The first thing that happens is that the clerk feeds into the machine the credit card account number of approximately a dozen digits. If the credit is good, a light goes on indicating credit approval and an okay to proceed with the transaction. (If the individual's credit is questionable, another light would light up preventing further input of the transaction with an indication, perhaps, to contact the credit office.) If the credit is okay, the clerk then enters the quantity, the stock number of the item purchased and the unit price. There is nothing further that the clerk has to do. What is actually being done by the computer from that point on is that the perpetual inventory is being reduced by the quantity of the item purchased; the individual customer's account is being adjusted for the purchase made (I might add that Sears' billing is probably more prompt than any department store in the area); and simultaneously, a sales slip is being printed to be presented to the customer as his receipt as well as for the store records.

Such a system will probably be costly to implement but it would be expected to produce considerable savings both at the administrative levels within the University and at departmental levels. The system, in order to be successful, *must be source input orientated*, i.e., the individual who orders a commodity at the departmental level must be the individual who enters the

information into the system. The system, at that time, must approve the credit status of the particular account while simultaneously printing out the necessary paper work, such as purchase requisitions, purchase orders, etc., as well as entering the financial transaction into the system as an encumbrance. By doing this it would eliminate the need for double posting, preparation of manual financial reports to principal investigators, and maintaining a large keypunch staff in the Franklin Building. It could achieve such other savings as lower interest expenses because of the improvement in cash flow and cash savings through discounts for prompt payment of bills.

The planning and implementation of the proposed encumbrance accounting system could be financed in a manner similar to that in which the University has been acquiring copying machines such as Xerox, on a lease/purchase arrangement or multiyear finance procedure. Development expenses should be included as general administrative expenses and borne by overhead charges to the responsibility centers and to overhead charges incurred on contracts and grants. In my opinion, it should only be adopted with the understanding that there will be cost savings effected by streamlining the systems through reductions of unnecessary steps along the line.

Speaking Out

OBJECTIONABLE TONE

Edward S. Herman's letter of May 3, 1977 presumes to speak for "faculty opinion." I suggest that this is an overstatement. A more cautious and realistic way to put it is that the letter reflects his views, that of the co-signers, and others who choose to be actively affiliated therewith.

As for myself, I agree that issues of substance are posed by recommending Henry Kissinger for an honorary degree. But I find the tone of the Herman letter objectionable. It is often unbecoming, and I think it is here, to represent complex issues in a simplistic and moralistic way.

To be sure, it is comforting to believe that merit is concentrated entirely on one side. But reference to "sensitivity" or to "honor and good sense" does not establish that virtue is asymmetrically distributed in this way. If, as I believe, honest differences can arise in evaluating complex circumstances of this kind, sensitivity, honor, and good sense would seem to require greater respect for the good will of the students, faculty, and administrators who recommend Dr. Kissinger for an honorary degree.

—Oliver E. Williamson, Charles and William L. Day Professor of Economics, Law and Public Policy

WORD PROCESSING

In the last issue of *Almanac* (5/24/77), a statement was issued by Provost Stellar and Mr. Gaddis concerning word processing systems. Since the Association of Business Administrators (ABA) has had a very active interest in this area, we would like to continue to open communication initiated by that announcement. Our views and specific recommendations which were sent in a letter to Mr. Gaddis, are as follows.

Over the past six (6) months activity in the area of word processing systems has increased. In view of present and anticipated future personnel cutbacks, word processing sales representatives have been very busy trying to place their equipment on campus.

Many salespersons often emphasize during their presentations that acquiring word

processing equipment will facilitate the elimination of secretarial personnel. In practice, this claim is an oversimplification and a very misleading statement. At present each department evaluating equipment depends almost entirely on sales representatives to analyze the volume, complexity and nature of their material which requires typing, and the type of word processing equipment the vendor believes is required.

In consideration of the present situation, we, as members of the Association of Business Administrators (ABA) encourage the University administration to create a word processing committee to:

- (1) evaluate and monitor sales representatives
- (2) educate managers and users about word processing concepts and applications
- (3) assist areas in acquiring and setting up equipment including recommendations on personnel needs
- (4) encourage departments and/or schools to cooperate in joint installations or to purchase services when necessary
- (5) initiate long range planning involving independent work processing centers and other related concepts.

We recommend that this committee be established immediately and structured in a manner similar to the Copying and Duplicating Services Committee. The ABA will volunteer the time of its members to serve on this committee. We would assume that the spirit of such a committee would be assistance through cooperation and negotiation.

Our Association has spoken to Dick Paumen and Jerry Robinson and they are both aware of our interest in word processing. As managers of the various schools and departments, we are keenly aware that we must act quickly before we are bound by costly long-term leases and/or the purchase of equipment which does not effectively and economically serve our needs.

We believe that our views and recommendations have been considered as evidenced by a recent request from Dick Paumen for members of the ABA to serve on a University Word Processing Committee. Three members have agreed to serve and their names have

been submitted to Dick Paumen. In addition, we have formed an ABA Word Processing Committee which will be chaired by Kristin Davidson to assist the University committee.

The Association of Business Administrators will continue to offer the time and effort of our membership in assisting with the introduction, implementation and improvement of word processing systems through the University.

—Saul L. Katzman, Chairperson
—Paul F. Pitts, Past Chairperson,
Steering Committee,

Association of Business Administrators

CAREER CHANGE FOR CLERICALS

The barrier between clerical work and administrative careers is a particularly difficult one for women to cross, even when they hold college degrees or are working toward them in a university.

Penn Women's Center and HERS, Mid-Atlantic have developed a special training package in management skills for over-qualified clerical workers at Penn. and have applied for external funds to conduct a year-long training-and-internship program here next year.

Although funding is not yet assured, we would like to build a file of potential applicants so that we can be prepared to launch the program with twenty trainees in the fall.

Briefly stated, minimal qualifications are some work toward the degree, including part-time and evening school, or the degree itself, combined with the willingness to commit time in the nine-month training phase (released time one weekday afternoon, but the trainee's own time on Saturday morning). With the cooperation of the Executive Director of Personnel Relations, the program will arrange with supervisors for released time during training and for replacement of the staff member's time during internship. For additional details, please contact us at 112 Logan Hall, Ext. 8611.

—Carol E. Tracy, Director,
Penn Women's Center
—Cynthia Secor, Director,
HERS, Mid-Atlantic

Speaking Out is a forum for readers' comment on University issues, conducted under the auspices of the Almanac Advisory Board: Robert L. Shayon, chairman; Herbert Callen, Charles D. Graham, Jr., Fred Karush, and Robert F. Lucid for the Faculty Senate; Paul Gay for the Librarians Assembly; Shirley Hill for the Administrative Assembly; and Virginia Hill Upright for the A-3 Assembly.

UNIVERSITY PROFESSORS

The Trustees voted June 10 to designate three present members of the faculty as University Professors:

Baruch S. Blumberg, Faculty of Arts and Sciences

Martin Meverson, President

Elior Stellar, Provost

In addition, they passed a resolution which adds the designation "University Professor" to a number of professorships that cut across disciplinary or professional lines. The unfilled Kenan Professorship will become the Kenan University Professorship, for example. Other titles converted are those of:

Benjamin Franklin University Professors Robert E. Davies, Loren Eiseley (Action taken prior to his death, July 9. See page 1.), Erving Goffman, Zellig S. Harris, Lawrence R. Klein, Leonard B. Meyer, Charles C. Price, Philip Rieff, Louis B. Schwartz and Leo Steinberg;

Eldridge Reeves Johnson University Professor Britton Chance;
Gaylord P. and Mary Louise Harnwell University Professor Harry Harris;

Albert M. Greenfield University Professor Louis H. Pollak;
Mary Amanda Wood University Professor J. Robert Schrieffler;
James M. Skinner University Professor Richard L. Solomon.

In addition to the three new University Professors the University has two others—*Dorothea Jameson Hurvich* and *Robert Maddin*—and six Emeritus University Professors—*Carl C. Chambers*, *Thomas C. Cochran*, *R. Buckminster Fuller*, *David R. Goddard*, *Gaylord P. Harnwell* and *Otto Springer*.

The Provost for several years has convened most of these chair professors (normally totalling twenty) on matters of academic interest. Such a meeting will be called this coming fall.

APPOINTMENTS

Following are the APPOINTMENTS approved by the Trustees from April 23, 1976 through May 26, 1977. They are based on actions taken by the Provost's Staff Conference through May, 1977. The period from May 27 through June 30, 1977 will be approved at an Executive Board meeting July 21, and will be reported in a later issue of Almanac.

Two symbols appear in this text and in the PROMOTIONS that follow it:

• before a Standing Faculty name indicates that the faculty member achieved tenure in 1976-77.

* after an Associated Faculty name indicates that the faculty member is a Clinician-Educator in the ten-year tenure track at the School of Medicine.

For a description of the structure of the academic staff and definitions of Standing and Associated Faculty refer to Almanac Supplement, April 19, pp. IV-V ("Draft Revision of Basic Documents on Academic Governance at the University of Pennsylvania").

ANNENBERG SCHOOL OF COMMUNICATIONS

Standing Faculty

• *Amos Vogel*, Professor of Communications; 1949 graduate of New School of Social Research; founder and executive secretary, Cinema 16 (1947-63); director, N.Y. Film Festival, Lincoln Center (1963-68); director, Film Department, Lincoln Center (1964-68); film consultant, Grove Press (1969-71); film consultant, National Educational Television (1971); program director, National Public Television Conference (1973); director of film, Annenberg Center (1973-76).

SCHOOL OF DENTAL MEDICINE

Standing Faculty

Dr. Robert J. Berkowitz, Assistant Professor of Pedodontics; A.B., Clark; D.D.S., SUNY; dental house officer, Children's Hospital Medical Center and research fellow, Harvard (1972-75); assistant professor, Maryland (1975-76).

Dr. Edward A. Marcus, assistant professor of restorative dentistry; D.D.S. Temple; private practice (1973-76).

Dr. Jonathan D. Nash, Assistant Professor of Dental Care Systems; secondary appointment in the Department of Restorative Dentistry; B.A. Queens; D.D.S., N.Y.U.; internship, Brookdale Hospital, Brooklyn (1972); teaching associate, Kentucky (1973-75); clinical director, MCV Sch. Dentistry (1975-76).

• *Dr. Alois Nowotny*, Professor of Immunology; diploma, Ph.D., Pazmany Peter University; assistant professor, vice chairman, research department (1951-56), Budapest; research associate, Max Planck Institute (1956-60); senior research associate, City of Hope (1960-62); professor, Temple (1962-76).

Irene Woodall, Assistant Professor of Dental Hygiene; secondary appointment in the Department of Dental Care Systems; B.S., Grand Valley State College; M.A., Western Michigan; Kalamazoo Valley Community College (1975-76).

Associated Faculty

Dr. Neal W. Chilton, Research Professor of Oral Medicine.

Dr. Jack H. Neff, Adjunct Assistant Professor of Oral Surgery.

Dr. Don Wilder Smith, Research Assistant Professor of Histology and Embryology; B.S., M.Sc., Ph.D., Utah; assistant research pathologist (1970-74), assistant adjunct professor (1974-76), U.C.L.A.

Secondary Appointments

Dr. John Cotmore (Assistant Professor of Restorative Dentistry) Assistant Professor of Biochemistry.

Dr. Michael E. Norman (Assistant Professor of Pediatrics) Assistant Professor of Pathology.

Other Changes

Dr. Paula M. Orkand to Research Assistant Professor of Physiology/Pharmacology.

Dr. Howard M. Rosenberg to Adjunct Assistant Professor of Pediatric Dentistry.

COLLEGE OF ENGINEERING AND APPLIED SCIENCE

Standing Faculty

Dr. William J. Dunlay, Jr., Assistant Professor of Civil and Urban Engineering; B.S.C.E., M.S., Pennsylvania State; Ph.D., California; assistant professor, Texas (1974-76).

Dr. Peter W. Scherer, Assistant Professor of Bioengineering; B.S., Haverford; Ph.D., M.D., Yale; research associate, M.I.T. (1973-75); fellow, Massachusetts General (1975-76).

Associated Faculty

Dr. Ralph Landau, Adjunct Professor of Technology, Science and Management.

Secondary Appointments

Dr. Robert C. Chen (Assistant Professor of Computer and Information Science) Assistant Professor of Electrical Engineering and Science.

Dr. Rob Gerritsen (Assistant Professor of Decision Sciences) Assistant Professor of Computer and Information Science.

Dr. Donald N. Langenberg (Professor of Physics) Professor of Electrical Engineering and Science.

Dr. Howard L. Morgan (Associate Professor of Decision Sciences) Associate Professor of Computer and Information Science.

Other Changes

Dr. Mitchell Litt to Professor of Bioengineering; secondary appointment as Professor of Chemical and Biochemical Engineering.

Dr. Solomon R. Pollack to Professor of Bioengineering; secondary appointment as Professor of Metallurgy and Materials Science.

FACULTY OF ARTS AND SCIENCES

Standing Faculty

Dr. Elijah Anderson, Assistant Professor of Sociology; B.A., Indiana University; M.A., Chicago; Ph.D., Northwestern.

Dr. Arjun Appadurai, Assistant Professor of Anthropology; B.A., Brandeis; M.A., Ph.D., Chicago.

Dr. Deirdre Bair, Assistant Professor of English; B.A. (honors), Pennsylvania; M.A. (honors), Ph.D., Columbia; visiting assistant professor, Trinity College, Hartford (1973); Central Connecticut State College (fall, 1975); scholar-in-residence, Wesleyan (1975-76).

• *Martin Biddle*, Professor of Anthropology. (See Almanac December 21, 1976, for his appointment as Director of the Museum.)

Dr. Douglas H. Blair, Assistant Professor of Economics; B.A., Swarthmore; M.A., M.Phil., Ph.D., Yale; lecturer, Rutgers (1975-76).

Dr. Charles L. Bosk, Assistant Professor of Sociology; B.A., Wesleyan University; M.A., Ph.D., Chicago.

Dr. Thomas C. Childers, Jr., Assistant Professor of History; B.A., M.A., Tennessee; Ph.D., Harvard.

Dr. Patrick Day, Assistant Professor of English; B.A., Oberlin; M.A., Ph.D., Chicago.

Dr. Ahmet Evin, Assistant Professor of Turkish Language and Literature; B.A., Ph.D., Columbia; Columbia (1966-71); visiting, N.Y.U. (1970-71); Harvard (1972-74); Hacettepe University (1974-77).

Dr. Masahisa Fujita, Assistant Professor of Regional Science; B.S. University of Kyoto; Ph.D., Pennsylvania; research assistant (1966-68, 1972-73), assistant professor (1973-76), Kyoto.

•*Dr. Henry H. Glassie*, Professor of Folklore and Folklife; secondary appointment as Professor of American Civilization; B.A., Tulane; M.A., S.U.N.Y.; Ph.D., Pennsylvania; assistant professor, Pennsylvania State (1969-70); assistant professor (1970-72), associate professor (1972-76), Indiana University.

Dr. William J. Gordon, Instructor in Mathematics; B.A. (*magna cum laude*), Columbia; M.A., Ph.D., Harvard; lecturer, S.U.N.Y. at Albany (1975-76).

Dr. Jo Anna Gray, Assistant Professor of Economics; B.A. (*summa cum laude*), Rockford College; A.M., Ph.D., Chicago; instructor, Rochester (1975-76).

Dr. John A. Griffin, Assistant Professor of Physics; B.A., Hendrix College; B.S., Columbia; M.A., Ph.D., Princeton; postdoctoral staff member, M.I.T. (1974-76).

Dr. Christopher Hamlin, Assistant Professor of Anthropology, FAS, and Assistant Curator, Museum; B.A., C.C.N.Y.; Ph.D., Pennsylvania; instructor, Hunter College (1973-76).

Dr. Geoffrey G. Harpham, Assistant Professor of English; B.A., Northwestern; Ph.D., U.C.L.A.; lecturer, U.C.L.A. (1975); lecturer, University of California at San Diego (1975-76).

Dr. Daniel R. Hirschberg, Assistant Professor of History; A.B., Stanford; A.M., Ph.D., Michigan.

•*Dr. Daniel H. Janzen*, Professor of Biology; B.S., Minnesota; Ph.D., Berkeley; assistant professor (1965-67), associate professor (1967-68), Kansas; associate professor, Chicago (1969-72); professor, Michigan (1972-76).

Dr. Gerald D. Jaynes, Assistant Professor of Economics; A.B., M.A., Ph.D., Illinois.

Dr. Victor Lidz, Assistant Professor of Sociology; B.S. (*cum laude*), Ph.D., Harvard; special assistant, Harvard (1963-68).

Dr. Panagis S. Liosatos, Assistant Professor of Regional Science; B.A., University of Athens; Ph.D., Pennsylvania; research associate, Pennsylvania (1969-76).

Dr. Michael W. Meister, Assistant Professor of Art History and South Asia Regional Studies; B.A., M.A., Ph.D., Harvard; assistant professor, University of Texas, Austin (1974-76).

Dr. Kyriacos C. Nicolaou, Assistant Professor of Chemistry; B.Sc., Ph.D., University of London; research associate, Columbia (1972-73); research associate, Harvard (1973-76).

Dr. Stanley J. Opella, Assistant Professor of Chemistry; B.S., Kentucky; Ph.D., Stanford; postdoctoral, M.I.T. (1975-76).

Dr. Jeffrey Perloff, Assistant Professor of Economics; B.A. (with honors), Chicago; Ph.D., M.I.T.

Dr. Henry C. Pinkham, Assistant Professor of Mathematics; D.E.A., Universite de Paris; Ph.D., Harvard; assistant professor, Columbia (1974-77).

Dr. Stanley F. Plewes, Assistant Professor of Slavics; A.B. (*summa cum laude*), Pennsylvania; A.M., Harvard; A.M., Ph.D., Princeton; lecturer, Rutgers (1972-74).

Dr. Caroline M. Pond, Assistant Professor of Biology; B.A., Ph.D., Oxford; lecturer, Oxford (1972-75); faculty advisor, Wayne State (1975-76).

Dr. Jonathan M. Rosenberg, Instructor in Mathematics; A.B. (*summa cum laude*), Harvard; Ph.D., Berkeley.

Dr. John Sabini, Assistant Professor of Psychology; B.S. Stevens Institute of Technology; Ph.D., C.U.N.Y.

•*Dr. Joseph R. Washington, Jr.*, Professor of Religious Thought; B.A., Wisconsin; B.D., Andover Newton Theological School; Th.D., Boston University; assistant professor and chaplain, Dickinson (1963-66); associate professor, Albion (1966-69); professor, Beloit College (1969-70); professor of religious studies and chairman, Afro-American studies, University of California at Riverside (1975-77).

Dr. Scott Weinstein, Assistant Professor of Philosophy; A.B. (*summa cum laude*), Princeton; Ph.D., Rockefeller; assistant professor, Maryland (1974-75); visiting assistant professor, Pennsylvania (1975-76).

Dr. Irene J. Winter, Assistant Professor of Art History; A.B., Barnard; M.A., Chicago; Ph.D., Columbia; assistant professor, Queens (1973-76).

Dr. Sally H. Zigmund, Assistant Professor of Biology; B.A., Wellesley; Ph.D., Rockefeller; postdoctoral fellow, Strangeways Research Laboratory, Cambridge (1972-74); postdoctoral fellow, Yale (1974-76).

Associated Faculty

Dr. Charles K. Harley, Visiting Assistant Professor of Economics.

Dr. Paul W. Levy, Adjunct Professor of Geology.

Dr. Richard I. Steinberg, Research Assistant Professor of Physics.

Dr. Robert A. Weeks, Adjunct Professor of Geology.

Secondary Appointments

Dr. J. Kent Blasie (Associate Professor of Biochemistry and Biophysics, School of Medicine) Associate Professor of Chemistry.

Dr. John Paul Brady (Kenneth E. Appel Professor of Psychiatry, School of Medicine) Professor of Psychology.

Dr. Alan N. Epstein (Professor of Biology) Professor of Psychology.

Dr. Frederick J. Evans (Associate Clinical Professor of Psychology in Psychiatry, School of Medicine) in Psychology.

Dr. David Gaskell (Associate Professor of Metallurgy and Materials Science, College of Engineering and Applied Science) Associate Professor of Geology.

Dr. Lila Gleitman (William T. Carter Professor of Education, Graduate School of Education) Professor of Psychology.

Dr. Norman J. Glickman (Associate Professor of City and Regional Planning, Graduate School of Fine Arts) Associate Professor of Regional Science.

Dr. Erving Goffman (Benjamin Franklin Professor of Anthropology and Sociology) Professor of Psychology.

Dr. Henry A. Jordan (Associate Clinical Professor of Psychiatry, School of Medicine) in Psychology.

Dr. William Labov (Professor of Linguistics) Professor of Psychology.

Dr. Thomas Naff (Associate Professor of Oriental Studies) Associate Professor of History.

Dr. Susan Naquin (Assistant Professor of History) Assistant Professor of Oriental Studies.

Dr. Martin Orne (Professor of Psychiatry, School of Medicine) Professor of Psychology.

Dr. Arie P. Schinnar (Assistant Professor of Public Policy, School of Public and Urban Policy) Assistant Professor of Regional Science.

Dr. W. John Smith (Professor of Biology) Professor of Psychology.

Dr. Larry Stein (Adjunct Professor of Psychology in Psychiatry, School of Medicine) Adjunct Professor of Psychology.

Dr. Eliot Stellar (Professor of Physiological Psychology in Anatomy, School of Medicine) Professor of Psychology.

Dr. Albert J. Stunkard (Professor of Psychiatry, School of Medicine [see *Standing Faculty Appointments*]) Professor of Psychology.

Other Changes

Dr. Lee Benson to Professor of Historical Social Sciences.

Dr. T.Y. Ling to Assistant Professor of Physics.

Dr. Milton Merker to Assistant Professor of Astronomy.

Dr. Ann R. Miller to Associate Professor of Sociology.

GRADUATE SCHOOL OF EDUCATION

Standing Faculty

Dr. Shirley Brice Heath, Associate Professor of Education; B.A. (*magna cum laude*), Lynchburg; M.A., Ball State; Ph.D., Columbia; research associate, Teachers College (1969-70); assistant professor, Winthrop College (1969-72); lecturer, North Carolina (1972-73); associate professor, Winthrop College (1972-77).

Dr. Mary R. Hoover, Assistant Professor of Education; B.A., Howard; M.A., Ph.D., Stanford; research associate, Stanford (1975-76).

Dr. Daniel A. Wagner, Assistant Professor of Education; B.S. Cornell; M.A., Ph.D., Michigan.

Secondary Appointments

Dr. Jonathan Baron (Associate Professor of Psychology, FAS) Associate Professor of Education.

Dr. John C. Fought (Associate Professor of Linguistics, FAS) Associate Professor of Education.

Dr. William Labov (Professor of Linguistics, FAS) Professor of Education.

Dr. Peggy R. Sanday (Associate Professor of Anthropology, FAS) Associate Professor of Education.

Dr. John S. Szwed (Professor of Folklore and Folklife, FAS) Professor of Education.

Sol Worth (Professor of Communications, Annenberg School) Professor of Education.

GRADUATE SCHOOL OF FINE ARTS

Other Changes

Walter Sachs, Jr. to Adjunct Assistant Professor of City and Regional Planning.

SCHOOL OF MEDICINE

Standing Faculty

Dr. James A. Alexander, Assistant Professor of Surgery; B.S. Davidson; M.D., Duke; intern (1966-67), assistant resident (1967-68), senior assistant resident (1969-72), chief resident (1972-73), teaching scholar (1973-74), Duke; military (1974-76); clinical instructor, University of Texas Health Center (1974-76).

Dr. Stanley J. Aukburg, Assistant Professor of Anesthesia; B.S., Muhlenberg; M.D., Pennsylvania; intern, Methodist Hospital, Indianapolis (1968-69); resident, Pennsylvania (1969-72); U.S. Army (1973-75).

Dr. William F. Balistreri, Assistant Professor of Pediatrics; B.A., S.U.N.Y.; M.D., Buffalo; intern (1970-71), resident (1971-72), postdoctoral (1972-74), Children's Hospital, Cincinnati; U.S. Navy (1974-); instructor, Jefferson (1974-76).

Dr. Mark H. Bernstein, Assistant Professor of Psychiatry; B.A., M.D., Ph.D., Pennsylvania; intern (1972-73), resident (1973-75), senior resident (1975-76), Pennsylvania.

Dr. Gaurang P. Bhatt, Assistant Professor of Neurology; B.Sc., MBBS, M.D., Bombay University; junior lecturer, B.J. Medical College (1967-68); resident, Misericordia (1968-69); resident, University of California at Davis (1969-70); resident (1970-72), instructor (1972-73), associate (1973), Pennsylvania; assistant professor, Pahlavi (1973-74).

• *Dr. Robert H. Cagan*, Associate Professor of Biochemistry (indefinite tenure of academic rank); B.S. (*magna cum laude*), Northeastern; Ph.D., Harvard; NIH postdoctoral fellow, Karolinska Institute (1966-68); assistant professor of biochemistry, Pennsylvania (1968-75); member, Monell Chemical Senses Center (1968-).

• *Dr. Giulio J. D'Angio*, Professor of Radiology; A.B. Columbia; M.D., Harvard; intern, Children's Hospital of Boston (1945-46); military service (1946-48); resident, V.A. Hospital, West Roxbury, MA (1948-49), Boston City Hospital (1949-53), assistant (1953-56), instructor, radiology (1956-62), Harvard; associate research radiologist, Donner Lab, University of California (1962-63); clinical associate, Harvard (1962-64); professor, University of Minnesota Hospitals (1964-66); professor, Cornell (1968-75).

Dr. Thomas A. Gennarelli, Assistant Professor of Neurosurgery; Northwestern; M.D., Loyola; intern, Rush Presbyterian-St. Lukes, Chicago (1968-69); fellow, Harvard (1969-70); clinical associate, NIH (1970-72); resident, Georgetown (1972-76).

Dr. Stephen J. Gluckman, Assistant Professor of Medicine; B.A. (*magna cum laude*), Brown; M.D., Columbia; intern (1971-72), junior assistant (1972-73), senior resident (1973-74), fellow (1974-76), H.U.P.

Dr. Alden H. Harken, Assistant Professor of Surgery; Harvard; M.D., Case-Western; intern (1967-68), junior resident (1968-70), Peter Bent Brigham Hospital; chief resident, C.H.O.P. (1970-71); senior resident (1971-72), chief resident (1972-73), Peter Bent Brigham; investigator (1973-74), chief (1974-76), Walter Reed.

Dr. Nira Herrmann, Assistant Professor of Research Medicine; secondary appointment as Assistant Professor of Statistics; B.A., Berkeley; M.S., Ph.D., Stanford.

Dr. Daniel F. Konkle, Assistant Professor of Audiology; B.S., M.A., Central Michigan University; Ph.D., Michigan State University.

Dr. Donato LaRossa, Assistant Professor of Surgery; A.B., Seton Hall; M.D., Georgetown; intern (1967-68), resident, (1968-71), Pennsylvania; chief resident, Hershey Medical Center (1971-72); resident, Pennsylvania (1972-74); U.S. Army (1974-76); instructor, Colorado (1975-76).

Dr. Gail Morrison, Assistant Professor of Medicine; B.A. (*magna cum laude*), Boston University; M.D., Pennsylvania; intern, Beth Israel Hospital, Boston (1971-72); J.A.R. in Medicine, Georgetown University Hospital (1972-73); staff associate, National Heart and Lung Institute (1973-74); clinical fellow (1974-75), NIH research fellow (1975-76), Pennsylvania.

Dr. Thomas G. Murray, Assistant Professor of Medicine; B.S., Scranton; M.D., Pennsylvania; intern (1970-71), resident (1971-72), Massachusetts General; fellow, Pennsylvania (1972-74); military, USPHS (1974-76).

Dr. David M. Murphy, Assistant Professor of Medicine; Queens University, Belfast; intern, Mater Hospital, Belfast (1965-66); demonstrator/instructor, Queens, Belfast (1966-67); resident, Northern Ireland Fever Hospital (1967-68); resident, Grey's Hospital, Natal South Africa (1968-69); resident, Hammersmith Hospital (1969-70); resident,

Llandough Hospital (1970-71); fellowship (1971-72), instructor (1972-73), assistant professor (1973-76), West Virginia Medical School.

Dr. Donald G. Norris, Assistant Professor of Pediatrics; B.S., Washington State University; M.D., Pennsylvania; intern, Henry Ford Hospital (1966-67); U.S. Army (1967-70); fellow, Mayo Graduate Medical School (1967-74); instructor, Mayo Medical School (1973-75); assistant professor, Rutgers Medical (1975-76).

Dr. Allan I. Pack, Assistant Professor of Medicine; M.B., Ch.B., MPCP, University of Glasgow; Anderson Research Fellow (1969-73); honorary registrar (1970-74), Wellcome Research Fellow (1973-76), Glasgow Royal Infirmary.

Dr. C. Richard Scipione, Assistant Professor of Otorhinolaryngology and Human Communication; St. Joseph's; M.D., Hahnemann (1968-72); internship-residency, Rochester General Hospital (1972-73); resident, H.U.P. (1973-76).

Dr. Yih-Fu Shiau, Assistant Professor of Medicine; M.D., Taipei; Ph.D., George Washington; intern (1971-72), resident (1972-74), P.G.H.; fellow, H.U.P. (1974-76).

• *Dr. Albert J. Stunkard*, Professor of Psychiatry; secondary appointment as Professor of Psychology, FAS.

Dr. Charles J. Wolf, III, Assistant Professor of Medicine; A.B., LaSalle; M.D., Pennsylvania; intern (1969-70), resident (1970-71), H.U.P.; research fellow, Harvard (1971-73); research fellow, Tufts (1973-74); military service (1974-76); assistant professor, Eastern Virginia Medical School (1975-76).

Associated Faculty

Dr. Leighton E. Cluff, Adjunct Professor of Medicine.

Dr. Peter Dehm, Research Assistant Professor of Medicine.

Dr. Richard L. Doty, Assistant Professor of Psychology.

Dr. Jeffrey W. Dubb, Assistant Clinical Professor of Medicine.

Dr. Alvin F. Goldfarb, Clinical Professor of Obstetrics and Gynecology.

Dr. Joan F. Goodman, Assistant Clinical Professor of Psychology in Pediatrics.

Dr. Jana E. Hessar, Assistant Research Professor of Research Medicine.

Dr. Paul W. Jackson, Assistant Clinical Professor of Plastic Surgery.

Dr. Jong-ho Jean, Research Assistant Professor of Pediatrics.

Dr. Marlene W. Karakashian, Research Assistant Professor of Medicine.

EMERITUS PROFESSORS

SCHOOL OF DENTAL MEDICINE

Dr. Lester Burket, Emeritus Professor of Oral Medicine.

COLLEGE OF ENGINEERING AND APPLIED SCIENCE

Dr. John C. Kohl, Emeritus Professor of Civil and Urban Engineering.

FACULTY OF ARTS AND SCIENCES

Dr. Mark Dresden, Emeritus Professor of Iranian Studies.

Dr. Frederic J. Hazel, Emeritus Professor of Chemistry.

Dr. Edward P. Hutchinson, Emeritus Professor of Sociology.

SCHOOL OF MEDICINE

Dr. Lawrence H. Beizer, Emeritus Professor of Clinical Medicine.

Dr. John Kapp Clark, Emeritus Associate Professor of Medicine.

Dr. William C. Foster, Emeritus Associate Professor of Physiology (promoted at same time to Associate Professor of Physiology).

Dr. Samuel Gurin, Emeritus Benjamin Rush Professor of Biochemistry.

Dr. H. Edward Holling, Emeritus Associate Professor of Medicine.

SCHOOL OF VETERINARY MEDICINE

Dr. Mark W. Allam, Emeritus Professor of Surgery.

Dr. Dwight B. McNair Scott, Emeritus Professor of Biochemistry.

WHARTON SCHOOL

Dr. Donald F. Blankertz, Emeritus Professor of Marketing.

Dr. Orin E. Burley, Emeritus Professor of Marketing.

Dr. Bernard F. Cataldo, Emeritus Professor of Business Law.

Dr. E. Gordon Keith, Emeritus Professor of Finance.

Dr. Leonard J. Kryston, Assistant Clinical Professor of Medicine.
Dr. Robert F. Marvin, Assistant Clinical Professor of Medicine.
Dr. Judith S. Mausner, Adjunct Associate Professor of Research Medicine.
Dr. B.R. Sonawane, Research Assistant Professor of Pediatrics.

Secondary Appointments

Dr. Edward D. Crandall (Assistant Professor of Physiology) Assistant Professor of Medicine.
Dr. William L. Elkins (Associate Professor of Pathology) Associate Professor of Pediatrics.
Dr. Alfred Gilbert (Assistant Professor of Human Genetics) Assistant Professor of Pediatrics.
Dr. Orville Horwitz (Professor of Medicine) Professor of Pharmacology.
Dr. C. Everett Koop (Professor of Pediatric Surgery) Professor of Pediatrics.
Dr. Robert L. Leopold (Professor of Psychiatry) Professor of Physical Medicine and Rehabilitation.
Dr. Patricia A. McFate (Professor of Technology and Society, College of Engineering and Applied Science) Professor of Technology and Society in Psychiatry.
Dr. Alois N. Nowotny (Professor of Immunology, School of Dental Medicine) Professor of Microbiology.
Dr. Paul D. Stolley (Professor of Research Medicine) Professor of Medicine.
Dr. Kwan C. Tso (Associate Professor of Chemistry in Surgical Research) Associate Professor of Pharmacology.
Dr. Pinayur S. Venketeswaran (Assistant Professor of Research Medicine) Assistant Professor of Microbiology.
Dr. Leon P. Weiss (Professor of Cell Biology, School of Veterinary Medicine) Professor of Medicine.
Dr. Andrew Winokur (Assistant Professor of Psychiatry) Assistant Professor of Pharmacology.

Other Changes

Dr. Eugene K. Betts to Assistant Professor of Anesthesia at C.H.O.P.*
Dr. Arnold Chait to Clinical Professor of Radiology.
Dr. Hi Kon Chon to Assistant Clinical Professor of Radiology.
Dr. Stanley M.K. Chung, Associate Professor of Orthopaedic Surgery, to indefinite tenure of academic rank.
Dr. Robert M. Cohn to Assistant Professor of Pediatrics at C.H.O.P.*
Dr. Won Sik Cynn to Assistant Clinical Professor of Radiology.
Dr. Julius J. Deren to Associate Clinical Professor of Medicine.
Dr. Katharine O. Elsom, Emeritus Associate Professor, to the Department of Research Medicine.
Dr. James H. Ewing to Clinical Professor of Psychiatry.
Dr. Leah Shore Finkelstein to Assistant Clinical Professor of Radiology.
Dr. Brett B. Gutsche to Associate Professor of Anesthesia at H.U.P.*; secondary appointment as Associate Professor of Obstetrics and Gynecology at H.U.P.
Dr. John P. Hubbard, Emeritus Professor, to the Department of Research Medicine.
Dr. Henry A. Jordan to Associate Clinical Professor of Psychiatry.
Dr. Louis A. Karp to Assistant Professor of Ophthalmology at Presbyterian-University of Pennsylvania Medical Center.*
Dr. Leonard S. Levitz to Assistant Clinical Professor of Psychology in Psychiatry.
Dr. Emmond R. Long, Emeritus Professor, to the Department of Research Medicine.
Dr. Robert W. Mack to Assistant Professor of Pediatrics at C.H.O.P.*
Dr. Frederick K. Orkin, Assistant Professor of Anesthesia, to the Department of Research Medicine in secondary appointment.
Dr. John S. Parks to Assistant Professor of Pediatrics at C.H.O.P.*
Dr. Lilbourn Leo Parrott to Assistant Clinical Professor of Obstetrics and Gynecology.
Dr. Stephen J. Prevotnik to Associate Professor of Anesthesia at H.U.P.
Dr. Elizabeth K. Rose, Emeritus Associate Professor, to the Department of Research Medicine.
Dr. Elliot L. Rubin to Assistant Professor of Obstetrics and Gynecology; secondary appointment as Assistant Professor of Research Medicine.
Dr. Florence B. Seibert, Emeritus Professor, to the Department of Research Medicine.
Dr. Mordechai Shporer to Research Associate Professor of Physiology.
Dr. William G. Tasker to Assistant Clinical Professor of Neurology and Pediatrics.
Dr. Arthur R. Taylor to Adjunct Assistant Professor in Family Medicine.
Dr. Luther Terry to Adjunct Professor in Preventive Medicine.
Dr. Rosalind Y. Ting to Assistant Professor of Pediatrics at C.H.O.P.*

Dr. Robert M. Toborowsky to Assistant Clinical Professor of Psychiatry.
Dr. Charles I. Wagner to Assistant Clinical Professor of Medicine.
Dr. Melville Q. Wyche to Assistant Professor of Anesthesia at H.U.P.*

Changes in Department

Change in primary department for each of the following faculty, whose appointments were held in the now discontinued Department of Community Medicine.

Dr. Anita K. Bahn, Professor, to Department of Research Medicine.
Dr. Donald J. Balaban, Assistant Professor, to Department of Research Medicine.
Dr. Stanley J. Brody, Professor, to Department of Physical Medicine and Rehabilitation.
Dr. Victor Crown, Assistant Professor, to Department of Research Medicine.
Dr. Prakash L. Grover, Assistant Clinical Professor, to Department of Research Medicine.
Dr. Nira Herrman, Assistant Professor, to Department of Research Medicine. (See *Standing Faculty Appointments*.)
Dr. Jana E. Hessar, Assistant Research Professor, to Department of Research Medicine. (See *Associated Faculty Appointments*.)
Dr. William L. Kissick, Professor, to Department of Research Medicine.
Dr. Robert L. Leopold, Professor, to Department of Psychiatry.
Dr. Denis J. Lucey, III, Assistant Professor, to Department of Obstetrics and Gynecology.
Dr. Robert W. Mack, Assistant Professor, to Department of Pediatrics. (See *Other Changes*.)
Dr. Samuel P. Martin, III, Professor, to Department of Medicine.
Dr. Gladys N. Miller, Assistant Professor, to Department of Research Medicine.
Dr. Elliot L. Rubin, Assistant Professor, to Department of Research Medicine. (See *Other Changes*.)
Dr. John R. Senior, Associate Clinical Professor, to Department of Medicine.
Dr. Samuel Stein, Assistant Clinical Professor, to Department of Medicine.
Dr. Jeanne M. Stellman, Associate Clinical Professor, to Department of Research Medicine.
Dr. Paul J. Stolley, Professor, to Department of Research Medicine. (See *Secondary Appointments*.)
Dr. Patrick B. Storey, Professor, to Department of Medicine.

SCHOOL OF NURSING

Standing Faculty

•*Dr. Florence Downs*, Professor of Nursing; R.N., St. Luke's Hospital; B.S., St. John's; Ed.D., N.Y.U.; instructor (1960-63), assistant professor (1964-68), associate professor (1968-72), professor and director, post-masters programs and research (1972-77), N.Y.U.
•*Dr. Claire Fagin*, Professor of Nursing (also Dean); B.S. Wagner; M.A., Teachers College; Ph.D., N.Y.U.; clinical instructor, Bellevue (1948-50); psychiatric nurse consultant, National League of Nursing, N.Y. (1951-52); assistant chief, Psychiatric Nursing Service, NIH (1953-54); research project coordinator, Children's Hospital, Washington, D.C. (1956); instructor (1956-58), assistant professor (1964-67), associate professor (1967-69), N.Y.U.; chairman and professor, Nursing Department, Herbert H. Lehman College, C.U.N.Y. (1969-); director, Health Professions Institute, Herbert H. Lehman College-Montefiore Hospital and Medical Center (1975-).
Dr. Diane O. McGivern, Associate Professor of Nursing; B.S., St. John's College; A.M., Ph.D., N.Y.U.; assistant professor (1972-77), associate professor (1977-), N.Y.U.

SCHOOL OF PUBLIC AND URBAN POLICY

Standing Faculty

•*Dr. James D. Laing*, Professor of Public Policy Analysis; B.S., Rochester; Ph.D., Stanford; assistant professor, Carnegie-Mellon (1967-72); visiting assistant professor, Stanford (1972-73); lecturer, Williams College (1973-74); visiting associate professor, Stanford (summer, 1974); visiting associate professor, Berkeley (1974-75); associate professor, Carnegie-Mellon (1974-76).
Dr. Arie P. Schinnar, Assistant Professor of Public Policy; B.E.D., Texas A & M; M.Arch., S.U.N.Y. at Buffalo; Ph.D., Carnegie-Mellon.

Secondary Appointments

Edwin T. Haefele (Professor of Political Science) Professor of Public Policy.

Henry Hansmann (Assistant Professor of Law, Law School) Assistant Professor of Public Policy.

Dr. Karl Shell (Professor of Economics) Professor of Public Policy.

SCHOOL OF SOCIAL WORK

Standing Faculty

Dr. Betty Z. Bassoff, Assistant Professor of Social Work; B.S.W., Toronto; M.S.W., Western Reserve; D.S.W., Pennsylvania.

Ruth Y. Emmons, Assistant Professor of Social Work; Ph.B., M.S.W., Loyola; assistant professor, Ohio State (1968-69); assistant professor, Northwestern (1969-74); school social worker, Evanston Elementary Schools (1975-76).

Dr. Terry Jones, Assistant Professor of Social Work; B.A., Idaho; M.S.W., D.S.W., University of California; lecturer, California State (1972-76).

Dr. Vivian C. Seltzer, Assistant Professor of Social Work; B.A., Minnesota; M.S.W., Pennsylvania; Ph.D., Bryn Mawr.

SCHOOL OF VETERINARY MEDICINE

Standing Faculty

Dr. Helen M. Acland, Assistant Professor of Pathology; Bachelor of Veterinary Science, University of Sydney; veterinary research officer (1965-74), special veterinary research officer and head of Pathology Section (1974-76), New South Wales Department of Agriculture.

Dr. Robert Eckroade, Assistant Professor of Poultry Pathology; D.V.M., Georgia; M.S., Ph.D., Wisconsin; assistant professor, Delaware (1971-76).

Associated Faculty

Dr. Steven Blose, Research Assistant Professor of Pathology.

Dr. Walter K. Butterfield, Adjunct Associate Professor of Microbiology.

Dr. J.J. Callis, Adjunct Professor of Microbiology.

Dr. Ronnie E. Cimprich, Adjunct Assistant Professor of Pathobiology.

Dr. A.H. Dardiri, Adjunct Professor of Microbiology.

Dr. George Davis, Adjunct Associate Professor of Parasitology.

Dr. John H. Graves, Adjunct Professor of Microbiology.

Dr. William R. Hess, Adjunct Assistant Professor of Microbiology.

Dr. James R. Rooney, Adjunct Professor of Pathology.

Dr. R.J. Yedloutschnig, Adjunct Assistant Professor of Microbiology.

Secondary Appointments

Dr. Michael B. Simson (Assistant Professor of Medicine, School of Medicine) Assistant Professor of Physiology.

Other Changes

Dr. Florence S. Lief to Professor of Virology.

Dr. John S. Reif to Associate Professor of Epidemiology and Medicine.

WHARTON SCHOOL

Standing Faculty

Dr. John A. Cerva, Assistant Professor of Accounting; B.S. (with honors), M.B.A., Illinois Institute of Technology; Ph.D., Northwestern.

Dr. Eric K. Clemons, Assistant Professor of Decision Sciences; S.B., M.I.T.; M.S., Ph.D., instructor (1975-76), Cornell.

Dr. F. Stewart DeBruicker, Assistant Professor of Marketing; B.S., M.S., Ph.D., Purdue; assistant professor, Harvard (1972-76).

Dr. Richard D. Hackathorn, Assistant Professor of Decision Sciences; B.S., California Institute of Technology; M.S., Ph.D., University of California at Irvine.

Dr. Robert M. Halperin, Assistant Professor of Accounting; A.B., M.B.A., Ph.D., Pennsylvania.

Dr. Robert S. Harris, Assistant Professor of Finance; B.A. (*summa cum laude*), Davidson; Ph.D., Princeton.

Dr. Lawrence G. Hrebiniak, Associate Professor of Management; secondary appointment in Health Care Systems; A.B., Cornell; M.B.A., Ph.D., S.U.N.Y. at Buffalo; associate professor, Pennsylvania State (1971-76).

Secondary Appointments

Dr. Robert L. Leopold (Professor of Psychiatry, School of Medicine) Professor of Health Care Systems.

Robert H. Mundheim (Professor of Law, Law School) Professor of Finance.

Other Changes

Dr. John S. Bildersee to Assistant Professor of Accounting.

PROMOTIONS

Like the APPOINTMENTS above, the following PROMOTIONS were approved at meetings held during 1976-77, based on Provost's Staff Conference actions through May, 1977. For symbols, see the introduction to APPOINTMENTS.

SCHOOL OF DENTAL MEDICINE

Standing Faculty

•*Dr. Zeev Davidovitch* to Associate Professor of Orthodontics.

Dr. Solomon H. Katz to Professor of Anthropology (has tenure).

Dr. Charles Pappas to Assistant Professor of Restorative Dentistry; D.D.S., Northwestern; clinical instructor, Harvard (1967-71); instructor, Pennsylvania (1972-76).

Associated Faculty

Dr. Maxwell Fogel to Adjunct Professor of Orthodontics.

Dr. John Henry O'Hern to Adjunct Assistant Professor of Orthodontics.

Dr. Warren L. Rudner to Adjunct Associate Professor of Endodontics.

Dr. Chi-Cheng Tsai to Research Assistant Professor of Pathology.

Dr. Howard Zucker to Adjunct Assistant Professor of Form and Function of the Masticatory System.

COLLEGE OF ENGINEERING AND APPLIED SCIENCE

Standing Faculty

Dr. Lawrence Eisenberg to Professor of Systems Engineering (has tenure).

Dr. Nabil H. Farhat to Professor of Electrical Engineering (has tenure). (Corrected.)

Dr. Haralambos N. Kritikos to Professor of Electrical Engineering (has tenure).

•*Dr. Max Mintz* to Associate Professor of Systems Engineering.

Dr. Alan I. Soler to Professor of Mechanical Engineering (has tenure).

Associated Faculty

Dr. Eliezer Rubin to Visiting Professor of Chemical Engineering.

FACULTY OF ARTS AND SCIENCES

Standing Faculty

•*Dr. Nina J. Auerbach* to Associate Professor of English.

•*Dr. Jonathan Baron* to Associate Professor of Psychology.

Dr. Joel Conarroe to Professor of English (has tenure).

Dr. Wallace E. Davies to Professor of History (has tenure).

Dr. H. Terry Fortune to Professor of Physics (has tenure).

•*Dr. Melvyn Hammarberg* to Associate Professor of American Civilization.

•*Dr. William L. Hanaway* to Associate Professor of Oriental Studies.

Dr. Robert A. Kraft to Professor of Religious Thought (has tenure).

Dr. Bruce Kuklick to Professor of History (has tenure).

•*Dr. Jerre Levy* to Associate Professor of Psychology.

•*Dr. Eugene Narmour* to Associate Professor of Music.

Dr. Martin E.P. Seligman to Professor of Psychology (has tenure).

Dr. Tony E. Smith to Professor of Regional Science (has tenure).

Dr. W. John Smith to Professor of Biology (has tenure).

Dr. Franklin Southworth to Professor of South Asia Regional Studies (has tenure).

Dr. John Szwed to Professor of Folklore and Folklife (has tenure).

•*Dr. Jeffrey Tigay* to Associate Professor of Oriental Studies.

Dr. Karl von Vorys to Professor of Political Science (has tenure).

Dr. Michael L. Wachter to Professor of Economics (has tenure).

•*Dr. Paul F. Watson* to Associate Professor of Art History.

Richard F. Wernick to Professor of Music (has tenure).

Conversions to Tenure

•*Dr. Barbara Kirshenblatt-Gimblett*, Associate Professor of Folklore and Folklife.

•*Dr. Donald White*, Associate Professor of Anthropology.

GRADUATE SCHOOL OF EDUCATION

Standing Faculty

Dr. D. Bruce Johnstone to Associate Professor of Education; B.A., M.A.T., Harvard; Ph.D., Minnesota; administrative assistant to U.S. Senator Mondale (1969-71); project specialist, Ford Foundation (1971-72); executive assistant to the President, Pennsylvania (1972-).

Dr. Norma B. Kahn to Assistant Professor of Education; B.A., Bryn Mawr; M.S., M.A., Ed.D., Pennsylvania; tutor of high school and college students (1953-69); teacher of comparative religion, Reform Congregation Keneseth Israel (1963-69); teacher of English, the Stevens School (1969-72); supervisor of college reading program and lecturer, Pennsylvania (1971-77).

GRADUATE SCHOOL OF FINE ARTS

Standing Faculty

Jonathan Berger to Assistant Professor of Landscape Architecture and Regional Planning; B.A., Middlebury College; Master of Regional Planning, Pennsylvania; Peace Corps volunteer (1967-70); history teacher, Philadelphia (1970-71); lecturer, Pennsylvania (1973-76).

• *Robert M. Hanna* to Associate Professor of Landscape Architecture and Regional Planning.

Laurie D. Olin to Assistant Professor of Landscape Architecture and Regional Planning; B.A., lecturer (1970-72) Washington; lecturer, Pennsylvania (1974-76).

Associated Faculty

Gilbert Cass to Adjunct Associate Professor of Architecture.

Joachim Tourbier to Adjunct Assistant Professor of Landscape Architecture and Regional Planning.

LAW SCHOOL

Standing Faculty

Dr. Martha Field to Professor of Law (has tenure).

• *Frank I. Goodman* to Professor of Law.

SCHOOL OF MEDICINE

Standing Faculty

Dr. Eugene K. Betts to Assistant Professor of Anesthesia; B.S. Dickinson; M.D., Bowman-Gray; intern (1968-69); resident (1969-71), Bowman-Gray; fellow (1969-71), assistant anesthesiologist (1974-76), C.H.O.P.; U.S. Army (1972-73).

Dr. Gregory R. Bock to Assistant Professor of Otorhinolaryngology and Human Communication; B.S., University of Queensland; Ph.D., Monash University; research associate, Pennsylvania (1974-77).

Dr. Hugh Bonner, Jr. to Assistant Professor of Pathology; B.A., Haverford; M.D., Temple; intern, Bryn Mawr (1967-68); military service, USPHS (1968-70); resident, NIH (1970-72); resident, H.U.P. (1972-74); associate, Pennsylvania (1974-76).

Dr. David J. Brunswick to Assistant Professor of Biochemistry in Psychiatry; B.Sc., Ph.D., University of Nottingham; research associate, chemistry (1969-73), associate, psychiatry, (1973-76) Pennsylvania.

Dr. Sidney Cohen to Professor of Medicine (has tenure).

Dr. Robert W. Colman to Professor of Medicine (has tenure); secondary appointment to Professor of Pathology.

Dr. Richard A. Cooper to Professor of Medicine (has tenure).

Dr. Malcolm C.L. Cox to Assistant Professor of Medicine; B.Sc. (with honors), M.Sc., University of Witwatersrand, Johannesburg, S.A.; M.D., Harvard; intern (1970-71), resident (1971-73), postdoctoral fellow (1973-75), instructor (1975-76), Pennsylvania.

Dr. Maria Delivoria-Papadopoulos to Professor of Pediatrics and of Obstetrics and Gynecology (has tenure); secondary appointment as Associate Professor of Physiology.

Dr. Helen O. Dickens to Professor of Obstetrics and Gynecology (has tenure).

• *Dr. Peter L. Dutton* to Associate Professor of Biochemistry and Biophysics.

Dr. John M. Eisenberg to Assistant Professor of Medicine and of Research Medicine; A.B., Princeton; intern (1972-73); resident (1973-75), associate (1975-76), Pennsylvania.

• *Dr. Aron B. Fisher* to Associate Professor of Physiology; secondary appointment as Associate Professor of Medicine.

Dr. Fred R. Frankel to Professor of Microbiology (has tenure).

• *Dr. Donald H. Gilden* to Associate Professor of Neurology.

• *Dr. Hazel I. Holst* to Associate Professor of Surgery (with indefinite tenure of academic rank).

Dr. Philip Holzapple to Associate Professor of Pediatrics; secondary appointment to Associate Professor of Medicine.

• *Dr. Henry A. Jordan* to Associate Professor of Psychiatry (with indefinite tenure of academic rank).

Dr. John A. Kastor to Professor of Medicine (has tenure).

Dr. Thomas R. Kinney to Assistant Professor of Pediatrics; B.A., M.D., Duke; intern, Duke (1970-71); intern, C.H.O.P. (1971-72); instructor, Pennsylvania (1972-77).

Dr. Paul Liebman to Professor of Anatomy (has tenure); secondary appointment as Professor of Anatomy in Ophthalmology.

Dr. Robert P. Lisak to Associate Professor of Neurology. (Since converted to tenure.)

Dr. Stephen Ludwig to Assistant Professor of Pediatrics; B.S. (with honors), Pennsylvania State; M.D., Temple; intern, Childrens Hospital National Medical Center, Washington, D.C. (1971-74); associate, Pennsylvania (1974-76).

Dr. Rob Roy MacGregor, III, to Associate Professor of Medicine.

Dr. William R. Miller to Assistant Professor of Psychology in Psychiatry; B.S., Rensselaer; M.A., Ph.D., Pennsylvania; intern in clinical psychology, Norristown State Hospital (1974-75); associate, (1975-76) Pennsylvania.

• *Dr. Gordon R. Neufeld* to Associate Professor of Anesthesia; secondary appointment to Associate Professor of Bioengineering.

Dr. Michael J. Perschuk to Assistant Professor of Psychiatry; B.A., Yale; M.A., M.D., intern (1972-73), resident (1973-75), instructor (1975-76), Pennsylvania.

Dr. Richard B. Raney, Jr. to Assistant Professor of Pediatrics; B.A., North Carolina; M.D., Pennsylvania; intern (1965-66), resident (1966-68), N.C. Memorial Hospital; fellow, Duke (1971-73); fellow, C.H.O.P. (1973-74); military service (1968-71); instructor, Pennsylvania (1973-76).

• *Dr. George H. Reed* to Associate Professor of Biochemistry and Biophysics.

Dr. Karl S. Roth to Assistant Professor of Pediatrics; A.B., Rochester; M.D., Bowman-Gray; intern, Medical College of Pennsylvania (1969-70); resident (1970-71); fellow (1971-72), Jefferson; instructor, Pennsylvania (1972-76); military service, Air Force Reserve (1970-75).

• *Dr. Antonio Scarpa* to Associate Professor of Biochemistry and Biophysics.

Dr. Thomas H. Shaffer, III, to Assistant Professor of Physiology; B.S., M.S., Ph.D., Drexel; postdoctoral (1972-74), research associate (1974-75), associate (1975-76), Pennsylvania.

Dr. William G. Sharrar to Assistant Professor of Pediatrics; B.A., Franklin and Marshall; M.D., Pennsylvania; intern, P.G.H. (1966-70); resident, C.H.O.P. (1970-73); military service (1967-69); instructor (1972-74), associate (1974-76), Pennsylvania.

Dr. Lawrence K. Spitz to Assistant Professor of Medicine and of Research Medicine; A.B. (cum laude), Princeton; M.D., Pennsylvania; M.B.A., Wharton; intern (1972-73), resident (1973-75), associate (1975-76), Pennsylvania.

Dr. Charles A. Stanley to Assistant Professor of Pediatrics; B.A. (cum laude), Harvard; M.D., Virginia; resident (1970-72), fellow (1972-75), C.H.O.P.; instructor, Pennsylvania (1972-76).

Dr. John K. Stevens to Assistant Professor of Physiology; B.A., Indiana University; Ph.D., postdoctoral, (1974-76) Pennsylvania.

Dr. Russell J. Stumacher to Assistant Professor of Medicine; A.B., Pennsylvania; Jefferson; intern, Cornell (1968-69); junior assistant resident, McGill (1969-70); military service (1970-72); clinical and research fellow, Boston University (1972-74); fellow, Boston City Hospital (1974-75); associate, Pennsylvania (1975-76).

• *Dr. Austin J. Sumner* to Associate Professor of Neurology.

Dr. Alfred Tenore to Assistant Professor of Pediatrics; B.A., Seton Hall; M.D. (magna cum laude), University of Naples; intern, P.G.H. (1971-72); resident (1972-73), fellow (1973-75), instructor (1975-76), Pennsylvania.

Dr. Tetsuya Watanabe to Assistant Professor of Pharmacology.

• *Dr. Alan J. Wein* to Associate Professor of Urology (with indefinite tenure of academic rank).

• *Dr. Linton Whitaker* to Associate Professor of Surgery (with indefinite tenure of academic rank).

Dr. Harold A. Wurzel to Professor of Pathology and of Medicine (has tenure); secondary appointment in the Department of Medicine.

Associated Faculty

Harry J. Aponte to Assistant Clinical Professor of Social Work in Psychiatry.

Dr. Peter H. Arger to Associate Professor of Radiology at H.U.P.*
Dr. Toshio Asakura to Research Professor of Pediatrics (has tenure of title); secondary appointment to Research Professor of Biochemistry and Biophysics.

Dr. Carl B. Baron to Research Assistant Professor of Ophthalmology.
Dr. Robert P. Biggans to Assistant Professor of Medicine at Graduate Hospital.*

Dr. Peter B. Bloom to Assistant Clinical Professor of Psychiatry.
Dr. Billy E. Buck to Assistant Professor of Pathology.
Dr. Robert E. Campbell to Clinical Professor of Radiology.
Dr. Warren G. Case to Assistant Clinical Professor of Psychiatry.
Dr. Salvatore R. Casella to Assistant Clinical Professor of Medicine.
Dr. MarJeanne Collins to Assistant Professor of Pediatrics at C.H.O.P.*
Dr. Paul A.G. Cohen to Assistant Clinical Professor of Medicine.
Dr. James L.D. Cox to Assistant Clinical Professor of Psychiatry.
Dr. Robert H. Cram to Associate Clinical Professor of Orthopaedic Surgery.

Dr. Arnold V. Davis to Assistant Clinical Professor of Surgery.
Dr. Carolyn E.P. Decker to Assistant Clinical Professor of Radiology.
Dr. Paul J. Dormant to Assistant Clinical Professor of Psychiatry.
Dr. Geneva Z. Driscoll to Assistant Clinical Professor of Pediatrics.
Dr. Harry Fields to Professor of Obstetrics and Gynecology.
Dr. William C. Foster to Associate Professor of Physiology. (See Emeritus Designations.)

Dr. Myron W. Frederic to Associate Clinical Professor of Neurology and of Medicine.

Dr. Toru Furukawa to Associate Research Professor of Pediatrics.
Dr. James D. Garnet to Clinical Professor of Obstetrics and Gynecology.
Dr. James M. Gerson to Research Assistant Professor of Pediatrics.
Dr. Loretta J. Giuffra to Assistant Clinical Professor of Physical Medicine and Rehabilitation.

Dr. Robert M. Glazer to Assistant Clinical Professor of Orthopaedic Surgery; secondary appointment to Assistant Clinical Professor of Physical Medicine and Rehabilitation.

Dr. B. David Grant to Assistant Clinical Professor of Orthopaedic Surgery.

Dr. George R. Green to Associate Clinical Professor of Medicine.
Dr. Shahed Hasan to Assistant Professor of Medicine at Graduate Hospital.*

Dr. Lawrence A. Kerson to Assistant Clinical Professor of Neurology.
Dr. Kristine Knisely to Associate Clinical Professor of Pediatrics and Obstetrics and Gynecology.

Dr. Harold J. Kobb to Assistant Clinical Professor of Medicine.
Dr. Lillian P. Kravis to Associate Clinical Professor of Pediatrics.
Dr. Harold I. Lecks to Clinical Professor of Pediatrics.
Dr. Stanley C. Leonberg to Associate Clinical Professor of Neurology.
Dr. Ronald Liebman to Associate Clinical Professor of Psychiatry and Pediatrics.

Dr. Laurel S. Lipshutz to Assistant Clinical Professor of Psychiatry.
Dr. Walter P. Lomax to Assistant Clinical Professor of Medicine.
Dr. Soroosh Mahboubi to Assistant Clinical Professor of Radiology.
Dr. Sanat K. Mandal to Assistant Clinical Professor of Medicine.
Dr. Gerald A. Mandell to Assistant Clinical Professor of Radiology.
Dr. Gerald J. Margolis to Assistant Clinical Professor of Psychiatry.
Dr. Daniel P. Mirro to Assistant Clinical Professor of Psychiatry.
Nobu Miyoshi to Assistant Clinical Professor of Social Work in Psychiatry.

Dr. Anthony D. Morrison to Research Associate Professor of Medicine.
Dr. Donald W. Orth to Assistant Clinical Professor of Medicine.
Dr. Bernard P. Ottenberg to Clinical Professor of Psychiatry.
Dr. Patrick S. Pasquariello, Jr. to Associate Professor of Pediatrics at C.H.O.P.

Dr. Ronald B. Pitkow to Assistant Clinical Professor of Orthopaedic Surgery.

Dr. Harold Rosen to Assistant Clinical Professor of Psychiatry.
Dr. Mary L. Rosenlund to Associate Clinical Professor of Pediatrics.
Dr. Kenneth R. Sandler to Assistant Clinical Professor of Psychiatry.
Dr. Alan J. Schwartz to Assistant Professor of Anesthesia at H.U.P. and C.H.O.P.*

Dr. Horace M. Seitz to Associate Professor of Obstetrics and Gynecology at H.U.P.

Dr. Elliott Shlansky to Assistant Clinical Professor of Medicine.
Dr. Henry Shuman to Research Assistant Professor of Physiology.
Dr. Robert Slater to Assistant Clinical Professor of Neurology.

Dr. William S. Warren to Associate Professor of Pediatrics at C.H.O.P.
Dr. George L. Weinstein to Clinical Professor of Obstetrics and Gynecology.

Dr. James E. Wheeler to Associate Professor of Pathology at H.U.P.; secondary appointment to Associate Professor of Obstetrics and Gynecology.

Dr. Joseph A. Witkowski to Associate Clinical Professor of Dermatology.

Dr. Don P. Wolf to Research Associate Professor of Obstetrics and Gynecology; secondary appointment to Research Associate Professor of Biochemistry and Biophysics.

Dr. David W. Wood to Associate Clinical Professor of Pediatrics.

SCHOOL OF ALLIED MEDICAL PROFESSIONS

Standing Faculty

Laurita M. Hack to Assistant Professor of Physical Therapy; B.A., Wilmington College; M.S., Case-Western; M.B.A., Wharton; instructor, S.A.M.P., Pennsylvania (1974-76).

Susan J. Herdman to Assistant Professor of Physical Therapy; B.A., Vassar; Certificate in Physical Therapy, instructor (1975-76), Pennsylvania.

Deborah R. Labovitz to Assistant Professor of Occupational Therapy; B.S., M.A., instructor (1974-76), Pennsylvania.

SCHOOL OF SOCIAL WORK

Standing Faculty

•Louis H. Carter to Associate Professor of Social Work.

•Dr. Richard J. Estes to Associate Professor of Social Work.

SCHOOL OF VETERINARY MEDICINE

Standing Faculty

Dr. James W. Buchanan to Professor of Medicine (has tenure).

Dr. Loren H. Evans to Professor of Surgery (has tenure).

•Dr. Venkatasehu K. Ganjam to Associate Professor of Animal Reproduction.

Dr. Michael Goldschmidt to Assistant Professor of Pathology; B.V.M.S., University of Glasgow; Dip. A.H., M.Sc., University of London; resident (1974-75), instructor (1975-76), Pennsylvania.

Dr. Diane E. Gunson to Assistant Professor of Pathology; B.V.Sc., Ph.D., University of Bristol; instructor, Pennsylvania (1975-76).

Dr. M. Raja Iyengar to Professor of Biochemistry (has tenure).

Dr. Simon K. Kenyon to Assistant Professor of Medicine; B.Vet. Med., Royal Veterinary College; Ph.D., associate, (1976-77), Pennsylvania.

Dr. Lin V. Klein to Assistant Professor of Veterinary Anesthesia; Cornell; Pennsylvania; V.M.D., Pennsylvania; intern, California; resident (1971-73), instructor (1973-76), Pennsylvania.

Dr. Sheelagh S. Lloyd to Assistant Professor of Parasitology; M.V.B., University of Dublin; Ph.D., Pennsylvania; Pennsylvania Plan fellow (1971-74); instructor, Pennsylvania (1975-76).

•Dr. Charles D. Newton to Associate Professor of Orthopaedic Surgery.

•Dr. David Numaker to Associate Professor of Orthopaedic Surgery.

Dr. Charles F. Reid to Professor of Radiology (has tenure).

•Dr. Gerhard A. Schad to Professor of Parasitology.

WHARTON SCHOOL

Standing Faculty

Dr. Claude S. Colantoni to Professor of Accounting (has tenure).

Dr. David Hildebrand to Professor of Statistics (has tenure).

Dr. Leonard Lodish to Professor of Marketing (has tenure).

Dr. Thomas S. Robertson to Professor of Marketing (has tenure).

•Dr. Anthony M. Santomero to Associate Professor of Finance.

Dr. Ross A. Webber to Professor of Management (has tenure).

Conversions to Tenure

•Dr. Jay R. Galbraith, Associate Professor of Management.

•Dr. Louis Miller, Associate Professor of Decision Sciences.

A-3 FALL MEETINGS

The A-3 Coordinating Committee invites all A-3s to attend its meetings on the second Wednesday of every month beginning Wednesday, September 14 from 1-2 p.m. The location will be announced later in *Almanac*.

BULLETIN BOARDS FOR JOB OPENINGS

During the summer when *Almanac* is not publishing, except as needed, information on job openings can still be found on the bulletin board outside the personnel office at 130 Franklin Building and at 12 other campus locations. The list normally changes each Thursday.

College Hall, first floor next to room 116
Towne Building, mezzanine lobby
Veterinary School, first floor next to directory
Leidy Labs, first floor next to room 102
Anatomy-Chemistry Building, near room 358
Rittenhouse Labs, east staircase, second floor
LRSM, first floor opposite elevator
Johnson Pavilion, first floor next to directory
Logan Hall, first floor near room 117
Social Work, first floor
Richards Building, first floor near mailroom
Law School, room 28 basement

OPENINGS

The following listings are condensed from the Personnel Office's Bulletin of July 5. Dates in parentheses refer to the Almanac issue in which a complete job description appeared. The full description is made available weekly via bulletin boards and interoffice mail. Those interested should contact Personnel Services, Ext. 7285, for an interview appointment. Inquiries by present employees concerning job openings are treated confidentially.

The University of Pennsylvania is an equal opportunity employer. Qualified candidates who have completed at least six months of service in their current positions will be given consideration for promotion to open positions. Where qualifications for a position are described in terms of formal education or training, significant prior experience in the same field may be substituted. The two figures in salary listings show minimum starting salary and maximum starting salary (midpoint). An asterisk (*) before a job title indicates that the department is considering promoting from within.

ADMINISTRATIVE/PROFESSIONAL

ACT 101 PROJECT DIRECTOR responsible for the coordination of all Act 101 activities including maintaining and controlling the budget, staff hiring, developing and maintaining staff in-service training. Demonstrated skills in program planning, implementation, assessment and evaluation; experience in proposal writing. Salary to be determined.

ADMINISTRATIVE AIDE responsible for correspondence in the Office of the President. Excellent writing skills and knowledge of the University important. Contact D. Bruce Johnstone, Ext. 6813. \$9,275-\$13,000.

***ADMINISTRATIVE FELLOW** assists in the planning and implementation of educational programs, lectures and advising of students, recruitment and training of graduate fellows and house staff members. Experience at Penn required. Salary to be determined.

ASSISTANT TREASURER responsible to the vice-president and treasurer; duties include cash management, collections, risk management, real estate and trust administration. College graduate, MBA or CPA desirable; six years' experience in business and/or educational institution. Salary to be determined.

BUSINESS ADMINISTRATOR III has complete charge of three departmental budgets; supervises office manager; handles all administrative matters. College graduate; business administration or accounting degree or several years' experience with grant proposals. \$11,525-\$16,125.

COORDINATOR OF CONTINUING EDUCATION organizes continuing education programs (approximately 12-14 courses per year). College degree in educational programs; experience with budget administration; basic typing skills. \$10,050-\$14,325.

DIRECTOR, CENTRAL GIFT PROCESSING (4-5-77) \$13,250-\$18,575.

***EDUCATION COORDINATOR I** supervises dental aide students within a classroom and clinical setting; executes program designed to train the disabled. Certified dental assistant with several years' experience. \$9,275-\$13,000.

JUNIOR RESEARCH SPECIALIST * (a) maintains daily contact with medical staffs of 20 hospitals in Philadelphia area for information concerning interviewing patients with a particular disease; supervises field interviewers; coordinates trips; reviews questionnaires (some college preferred); (b) performs biochemical determinations; assists with animal experiments (B.S. or appropriate experience). \$10,050-\$14,325 (for both).

LIBRARY DEPARTMENT HEAD I as head of reserve book department develops reserve book policy and procedures. Undergraduate degree in social sciences or humanities and master's degree in library science. Professional experience in public service area of academic library; some knowledge of computer systems. \$11,525-\$16,125.

LIBRARY DEPARTMENT HEAD I, ACQUISITIONS (5-3-77); CATALOGING (5-3-77) \$11,525-\$16,125 (for both).

OPERATIONS MANAGERS directs scheduling and supervision of personnel for rink operations. College graduate with a business background; experience in operating an ice rink facility and maintaining the machinery. Salary to be determined.

RESEARCH SPECIALIST II (a) concerned with biochemical analysis of various subcellular fractions of microorganisms (master's degree in biology or chemistry; two years' experience); (b) maintains analytical chemistry laboratory (B.S./M.S. with experience in wet chemical analysis emission and atomic absorption spectroscopy). \$11,525-\$16,125 (for both).

STAFF WRITER II (general assignment reporting) plans and holds occasional news conference; originates and places story ideas with editors; handles arrangements for media coverage of major campus events, helps to maintain and improve University's relations with local and national media. Bachelor's degree; several years' experience in professional news writing and/or public relations in the field of higher education desirable. \$11,525-\$16,125.

SUPPORT STAFF

ADMINISTRATIVE ASSISTANT I (a) prepares and maintains budget, payroll; composes contract proposals (three to four years' secretarial/administrative experience); (b) prepares and processes all expense documents for Office of Vice-President of Health Affairs (high school graduate; at least four years' experience, preferably at the University); (c) performs recruitment and related activities (B.A. degree; three years' secretarial experience; types 60 w.p.m.). \$7,150-\$9,150 (for all).

ADMINISTRATIVE ASSISTANT II (a) serves as assistant director in supervision of budgets and disbursements (B.A. or equivalent with some scientific background; experience as an administrative aide, preferably at the University); *(b) must be able to work independently in performing administrative duties including maintaining budget records, paying bills, handling appointments for doctor and research clinic (B.A. and secretarial training or experience). \$7,700-\$9,850 (for both).

CLERK III sorts, checks, codes, calculates or posts data to records or ledgers. Graduation from high school; two years' clerical experience. \$5,625-\$7,025.

COLLECTION ASSISTANT (5-10-77) \$6,700-\$8,575.

FACILITIES COORDINATOR bills users of audio-visual and communication services; schedules seminars and teaching activities; sets up, operates and "troubleshoots" all audio-visual equipment. Graduation from high school, college experience, preferably in business and/or communication; knowledge of audio-visual production procedures and equipment operation; clerical and bookkeeping experience. \$7,150-\$9,150.

HISTOLOGY TECHNICIAN III (3-29-77) \$9,725-\$12,450.

PSYCHOLOGY TECHNICIAN I (a) recruits and interviews patients for IUD study (college graduate; experience in interviewing and dealing with patients); (b) tests and scores test results of addicted patients (two years' college plus extensive experience; typing and keypunching); (c) aids in handling patients in Family Planning Clinic (college degree in psychology plus experience). \$8,625-\$11,050 (for all).

PSYCHOLOGY TECHNICIAN II writes FORTRAN programs to conduct experiments in perceptions; writes assembly language I/O routines. Experience in assembly language and FORTRAN programming; familiarity with PDP 11/RT-11 disk-based system. \$9,725-\$12,450.

RECEPTIONIST receives, screens and logs calls and visitors for referral. Bachelor's degree; foreign language, preferably Spanish. \$5,400-\$6,925.

RECEPTIONIST, DENTAL MEDICAL (2) answers phones, refers patients, makes appointments, obtains lab test results. High school graduate; excellent typing skills. \$6,225-\$7,975.

RECORDER (2) involves recording and record keeping functions of an academic nature. Knowledge of University system; some typing skills. \$6,700-\$8,575.

(continued)

RESEARCH BIBLIOGRAPHER searches literature of a particular discipline in order to maintain department library, bibliographies. College graduate with course work in English composition, journalism, statistics, mathematics; two years' direct experience in organizing and writing research reports. \$7,150-\$9,150.

RESEARCH LABORATORY TECHNICIAN II (a) operates electron microprobe for analysis of fluid samples (college biology; experience on electron microprobe); (b) (2) requires taste evaluation (testing), collection of experimental and other data (two years' college chemistry and psychology lab experience; one year of research experience in medical laboratory). \$6,775-\$8,675 (for both).

RESEARCH LABORATORY TECHNICIAN III (a) (5-24-77); (b) (4-12-77); (c) prepares biological samples (B.A. in basic science, chemistry or biochemistry); (d) performs experiments with early embryos of laboratory animals (mature individual with ability to learn quickly); (e) involves plasma protein fractionation, blood analysis, rat, monkey and human tissue analyses (B.S. or M.S. in biochemistry, chemistry of biology); (f) performs isolation and characterization of bacterial mutants (bachelor's degree preferably in bacteriology); (g) performs clinical lab analysis, biological and immunological (college and one year of experience in research position; must be able to work with blood gas machine, operate cardiovascular and monitoring equipment; must be able to care and handle equine species); (h) supervises and trains lower grade technicians in tissue and virus techniques (college graduate with a major in biology, biochemistry, bacteriology, microbiology; one year of experience working with tissue culture and/or animal viruses); (i) has major responsibility for the conduct of procedures on experimental animals in the field of brain blood flow, metabolism and stroke (B.A. or B.S. with a strong major in natural or physical science or engineering); (j) (2) involves tissue culture work (degree in biology or biochemistry); *(k) works in advance cell separation in cellular immune technics, tissue culture, isotope (³H, ¹²⁵I) handling immunochemical technics (experience in these areas desirable); (l) responsible for the purification and analysis of proteins and a variety of chemical syntheses and analyses (must have skills required for the running of a "wet" biochemistry lab; photography and draftsmanship desirable; previous work in biochemical or chemical research lab). \$8,625-\$11,050 (for all).

SECRETARY II (8) \$6,225-\$7,975.

SECRETARY III (11) \$6,700-\$8,575.

SECRETARY, MEDICAL TECHNICAL (4) \$7,150-\$9,150.

SECRETARY TO DEAN types confidential material; composes correspondence for Dean's signature; compiles and prepares materials for meeting agendas; maintains Dean's calendar. Graduate from a secretarial training school; knowledge of medical terminology and function of large hospital or medical institution helpful; minimum four years' secretarial experience. \$8,850-\$11,325.

STUDENT RECORDS ASSISTANT prepares material for executive committee of FAS by studying and summarizing vital points of student's records. Excellent writing ability. \$7,150-\$9,150.

PART-TIME

JUNIOR RESEARCH SPECIALIST interviews patients and physicians as part of a medical research project. Must be registered nurse; know medical terminology. Salary to be determined.

NURSING ASSISTANT directly observes drug screening (toxicology) and routine urine specimens. Salary to be determined.

STAFF NURSE performs venipunctures EKG's, evaluates symptoms, counsels patients. Registered nurse. Salary to be determined.

***TEMPORARY LABORATORY TECHNICIAN** cultivates lymphoid and bone marrow cells in culture. B.A., B.S. degree in science, preferably in biology. Salary to be determined.

NON-UNIVERSITY JOB

Sales and administrative position open at University Business Machines, a concession within PennStores, on a part-time basis. Knowledge of calculators and typewriters helpful. Contact Ms. D. Smith, 387-5955.

AND THE PARKIN' IS EASY

Just for the rest of summertime (through August 31) employees arriving before 10 a.m. are welcome to use the 36th & Walnut Street lot at a one-third-off daily rate (\$1.50) or take a permit at \$28.50 for space at the 33rd & Chestnut Street lot or the 38th & Spruce Street garage. For information: Ext. 8667.

THE COMPLEAT LECTUREGOER?

Almanac is compiling a directory of all named lecture series for a September issue. If you know of or are responsible for organizing any established lectures or seminars named for persons or programs, please send their descriptions to *Almanac*, 514 Franklin Bldg./16. Please include 1977-78 schedules where known.

SUMMER DINING SERVICE

The Dining Service summer schedule Monday through Fridays now through August:

Houston Hall serves a la carte 8 a.m. to 3 p.m. Monday through Friday.

The 1920 Commons offers both lunch and dinner on an all-you-can-eat basis. Lunch, at \$2.50, is served 11:15 a.m. to 2 p.m. Dinner, at \$4.25, is served 4:30-6:30 p.m.

In addition, ten-ticket books of luncheon and dinner tickets can be bought at discount at the Dining Service Office, 3732 Locust Walk. Ten luncheons are \$20, and ten dinners cost \$36.

The fall schedule resumes Tuesday, September 6 for all five dining facilities.

THINGS TO DO

MIXED BAG

Wedgwood Ware from the Buten Museum is on exhibit in Van Pelt Library's Klein Corridor, first floor now until Aug. 26.

Summer films at the Fine Arts Aud. (all \$1, 9 p.m.): July 20—*Wait Until Dark*; July 27—*The Producers, Road Runner cartoon*; Aug. 3—*Carnal Knowledge, Betty Boop cartoon*; Aug. 10—*On the Waterfront*.

Sixteen Graduate Towers' residents and three Philadelphia artists have teamed up to exhibit their works at International House, second floor members lounge, now through August 5.

NOT YET

Annenberg School will sponsor again this fall its *Communications Colloquium Series* every Monday at 4 p.m. from Oct. 3 to Nov. 21 in its Colloquium Room. Oct. 3—Benjamin L. Hooks, executive director, NAACP, former FCC commissioner. . . . Oct. 10—Computer Crime by Howard Lee Morgan, Wharton School. . . . Oct. 17—Frontiers of Communication Theory by Roger W. Wescott, anthropology department, Drew. . . . Oct. 24—To See More, To Become More by Neil Fujita, president, Fujita Design Inc. . . . Oct. 31—Communicating with Rural Poor in Africa and Latin America: Does Information Make a Difference by Emile McAnany, communication department, Stanford. . . . Nov. 7—On Computers in the Role of Instructors: A Case of Bad Casting by Russell L. Ackoff, Silberberg Professor of Social Systems Science (4:30 p.m.). . . . Nov. 14—Child Development through Filmmaking by Bryan Sutton-Smith, Penn. . . . Nov. 21—Telecommunications Policy—A Grand Design? by Roland Homet, program director, Aspen Institute.

The Faculty Tea Club's 1977-78 calendar of events: Sept. 27—Going to the Movies: Mysteries, Wishdreams, Hallucinations by Amos Vogel, professor of communications; Annenberg Center's Studio Theatre, 1:30 p.m. . . . Oct. 25—Black Presence, Women's Presence: An Analysis of the Absent and the Invisible by Dr. Helen Conrad Davies, associate professor of Microbiology; Faculty Club, 1:30 p.m. . . . Nov. 15—The Use of Technology in Education by Dr. O.M. Salati, professor of electrical engineering and science; room 103, Moore School, 1:30 p.m. . . . Jan. 24—Obscenity, Pornography and the First Amendment by Paul Bender, professor of law; Faculty Club, 1:30 p.m. . . . Feb. 28—performance by Doralene Davis, soprano, Philadelphia Singers; Houston Hall, 1:30 p.m. . . . Apr. 11—Understanding the Contemporary Scene by Maxine Schnall, founder and executive director of Wives Self-Help.

ALMANAC: 515 Franklin Building (I 6), Ext. 5274.

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